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NEWS BRIEFS

THE ECONOMY

Fringe benefits dropped

Many Canadian companies have cancelled or postponed plans to increase employee fringe benefits because of the federal anti-inflation program.

Hewitt Associates, a Toronto-based firm of actuaries and personnel consultants, said 28 of 112 companies it surveyed had intended to add new employee benefits and another 35 had intended to expand existing programs. Five cancelled their plans however, and 33 postponed them. The cancelled or postponed proposals included dental programs, improved pensions and new prerequisites for executives.

The survey of corporate response to the federal program was carried out between February 20 and April 8.

EMPLOYMENT

Future trends in Quebec

By the 1980s, one out of six workers entering the Quebec labour market will be a university graduate, according to André Raynauld, chairman of the Economic Council of Canada.

He said also that the working-age population — 14 and over — will cease to grow in the province five years from now, with just enough young people entering the labour market to replace retiring elders.

Raynauld made the statements at a June conference on Quebec's human resources, organized in Montreal by the ECC and the provincial Chamber of Commerce.

He said immigration had not been a dominant factor in the growth of the Quebec labour force in the 1946-1970 period. For every 100 immigrants arriving in the province, there were 71 emigrants, for a net gain of only 29, compared with net gains of 79 for Ontario and 65 for all of Canada.

"Barring a marked turnabout of this trend, the only sizeable reservoir of labour available for industry in Quebec by the early 1980s will be among youth, women and retired people who would not normally hold or seek employment," he said.

He said openings in day care centres in the province remain "notoriously inadequate" and more would be needed to attract more women into the labour force. Providing more part-time employment could also help lessen the labour shortage by attracting not only more women but also a greater number of young people and retired workers.

"The Quebec labour force will not only be more mature but more educated as well," Raynauld added. "Between 1981 and 1985, one out of six new workers will be a university graduate, compared with one out of 15 in 1971."

WAGES

Minimums raised in Que., N.B., and NWT

The legal minimum wages have risen in Quebec, New Brunswick, and the Northwest Territories.

In Quebec, the minimum went up by 7 cents an hour to $2.87, July 1. That was the first increase since Dec. 1, 1975 when it rose from $2.60.

In New Brunswick, the minimum was increased from $2.30 an hour to $2.55, and it is to go up again on Nov. 1 to $2.80.

In June, the Northwest Territories raised its minimum wage for adult workers 17 and over to $3 an hour. The rate for those under 17 is $2.55.

Lowest increase since '73

Major agreements reached in the second quarter of 1976 recorded the lowest average wage increase since the end of 1973.

The average annual increase in base rates of 11.5 per cent in the 143 second-quarter settlements compares with an average of 14.5 per cent in the first quarter.

Average increase in the 89 one-year agreements reached in the second quarter was 12.4 per cent. In the 35 two-year agreements it was 12.7 per cent in the first year and 8.4 in the second, and in the 19 three-year pacts, 20.9, 7.3 and 5.2 per cent in the first, second and third years respectively.

The 470 agreements reached during the 12-month period ended with the

second quarter of this year provided for average annual increases of 13.8 per cent.

The Labour Canada figures take into account the effects of Anti-Inflation Board rulings and their subsequent ratification by the bargaining parties where confirmed data was available.

WORKING TIME

More flextime in U.S.

More U.S. federal public servants may soon have an option available to them that Canadian public servants have had for almost three years — flexible working hours.

Experimental flexible hours programs have been operating in the U.S. geological survey and the social security administration. The results have been satisfactory, and it is expected the experiments will be broadened to more areas of government employment.

Flextime preferable to four-day week

The four-day week has been described as a fad in the process of disappearing.

Dr. Saul Gellerman, a New Jersey authority in personnel counselling, says a more permanent answer to absenteeism may be found in flexible working hours and other methods of giving employees more discretion and control of their work.

In an address in Vancouver to the Industrial Relations Management Association of British Columbia, Gellerman said management is mistaken in assuming that turnover is more important than absenteeism, which it has come to tolerate.

"The failure is in the way they do their cost accounting," he said. The accountant posts costs where he finds them, not necessarily where they are caused.

He said management, instead of tolerating absenteeism, should be aware that it causes productivity problems, by overloading others with work, forcing work at too high a pace, or having less-skilled people doing the work of a more highly skilled absentee.

MOTIVATION

Productivity declining in low-wage jobs

The Toronto Star quotes a leading authority on management as saying lack of motivation to work has drastically reduced productivity in today's affluent society, and that nobody really wants to motivate workers anyway.

"You might get the workers at the minimum wage, but their productivity is well below the minimum wage," Frederick Herzberg of the University of Utah is quoted in an interview. "Where a worker used to put in 60 hours at top speed at the minimum wage, today he only works 40 — and only 20 psychologically."

In the interview, Herzberg traces the loss in motivation in workers to a change in attitude of immigrant workers who have always taken a high proportion of minimum-wage jobs. They no longer "see themselves as inferior and submitting to drudgery in the hope their children will be assimilated."

Herzberg is also quoted as saying most managers are afraid of motivated workers because "they don't know how to handle them. They lose control."

INDUSTRIAL DEMOCRACY

Confidentiality issue for worker-directors

DGB, West Germany's major labour federation says union-nominated representatives on the supervisory boards of companies have a "positive duty" to convey to their unions information acquired in the course of their duties on the boards.

Industrial Relations — Europe, a monthly publication from Brussels, says the DGB's assertion is based on its interpretation of a ruling by a federal supreme court in Karlsruhe. The court stated that individual members of a supervisory board enjoy a certain degree of freedom in deciding for themselves whether a particular piece of information should be passed on to others.

"Starting from this premise," *Industrial Relations — Europe* reports, "the DGB argues that union representatives on the board have a special commitment to communicate information to those they represent, and this requirement takes priority over general rules of secrecy — even where it could be detrimental to other interests on the board."

The periodical observes that the DGB's stand "adds further controversy over disclosure which has attended the passage of the Co-determination Act."

Worker-directors in N. Ireland

An industrial-relations consultant says the value of worker-directors on company boards in Northern Ireland may be destroyed by their dependency on executive management for information.

Keith Jones is a consultant whose firm was hired by trade unions at the Harland & Wolff shipyards where a tripartite management board has been set up with management and union representatives as well as government nominees.

Writing in the *Irish Times*, Jones says the information supplied to worker-directors may be suspect and hence they should have the facilities to analyse and interpret it before passing it on to workers. For this, he argues, they should have their own research centre, funded primarily by the firm.

France proposes limited worker-participation plan

President Giscard d'Estaing has outlined new proposals to increase worker involvement in the management of French companies, but they are much more moderate than those of the government-sponsored Sudreau report published in 1974.

Sudreau had proposed that workers' representatives should get up to one third of the seats on the supervisory boards of companies employing 2,000 workers or more.

But the new proposal, which Giscard d'Estaing hopes Parliament will adopt before the year is out, would allow the companies to allocate supervisory board seats to employee representatives if management wants to do so. At least one of the representatives would be an executive cadre employee, and the arrangement by which they would be selected would be determined by a general assembly of shareholders.

It is estimated that fewer than 400 companies in France employ more than 2,000 people, and only 100 of them have supervisory boards.

The government also proposes, however, to give works councils — comités d'entreprises — the right to demand information on the company's situation, under certain conditions, as well as its plans for dealing with specific problems. And councils within groups of companies would have the right to demand the formation of a group with the right to inspect the consolidated accounts.

Legislation is also expected to be drawn up requiring companies to organize meetings at which employees would be free to express their opinions on conditions within the plant, and to hold the meetings during working hours.

Italian unionists win concessions

Italian unions have won extensive consultation and information rights in new collective agreements affecting 2.7 million employees in the metal, chemical and building industries.

The agreements oblige employers to inform factory councils and local union offices in advance of plans affecting employment levels or job allocation, investment, distribution of production capacity and the working environment. At least one meeting must be held annually for this purpose.

Italian union leaders who negotiated the agreements say their ultimate objective is not co-determination in the West German pattern, which they fear would jeopardize their autonomy. They say, however, that the concessions show that Italian employers are beginning to accept the rights of employees to information about matters that affect them.

HEALTH AND SAFETY

Leukemia increase among rubber workers

Business Week says new statistics indicate that the incidence of leukemia among synthetic-rubber workers is three times as high as among the general population of the United States.

The National Institute of Occupational Safety and Health has held a fact-finding hearing in Cincinnati on the problem, and *Business Week* says federal inspectors have started checking work site conditions at more than 50 styrene/butadiene polymerization plants. The magazine says the indications of a new health hazard have union leaders up in arms.

The synthetic rubber controversy was precipitated by a study in March that showed "an apparently abnormal" incidence of leukemia at a Firestone Synthetic Rubber and Latex Company plant in Akron, Ohio, the report says.

THE ILO

New members

Four more states have joined the International Labour Organization — Papua New Guinea, the Bahamas, Mozambique, and Angola. The additions raise the number of member states in the tripartite organization to 132. lg

Dismal job prospects for "The Class of '76"

by Roy LaBerge

Canadians have been told they will have to lower their expectations if the economy is to recover from its current sluggish growth rate, and the current labour market is bringing this grim message home to thousands of graduating students in the "Class of '76."

It is estimated that 94,000 students will graduate from universities this year, and another 60,000 from community colleges and other post-secondary institutions. The totals won't be known, however, until after fall convocations.

Their employment prospects may be the worst facing any graduating class since the 1930s Depression and there is little likelihood they will improve in the near future.

In its midyear economic forecast, the Conference Board in Canada predicted a growth rate of only 5 per cent this year and 4.5 per cent in 1977. It foresaw a continuing weak labour market, with a 1977 average unemployment rate even higher than its 1976 estimate of 7.2 per cent.

If the Conference Board is right, that will mean the third consecutive year of more than 7 per cent unemployment — the rate was 7.1 per cent in 1975. With about 200,000 people leaving school to enter the labour market every year, the lowest unemployment rate so far in the 1970s was 5.4 per cent in 1974. That followed rates of 5.6 per cent in 1973, 6.3 per cent in 1972, 6.4 per cent in 1971 and 5.9 per cent in 1970.

Roy LaBerge teaches social science at Algonquin College, Ottawa. He is also a journalist and former editor of Canadian Labour.

Generally poor employment prospects were forecast in the midyear national survey by Manpower Temporary Services of Toronto. Of 1,318 companies responding, 69 per cent predicted no increase in employment, 3.3 predicted decreases and only 21.5 per cent foresaw any growth in their labour force.

Canada makes no official count of unemployment — or under-employment — of each year's graduating class, but Statistics Canada, in its midyear labour force survey, found an unemployment rate of 10.2 per cent for labour force members in the 20 to 24 age category, in which most graduates fall.

Despite the lack of official data, there are many indications that job prospects are generally poor for the expected 32,000 arts and education graduates, but somewhat better for the approximately 10,000 graduates in science, commerce, and business administration.

Job prospects are "bleak" for arts, nursing, and education graduates

Many of the 2,700 law graduates are running into a tight labour market, and the 1,600 students expected to graduate from universities with nursing degrees face competition in a declining market from thousands of community college graduates.

Roger Worth, a writer for *The Financial Post*, has quoted a Canada Manpower official as saying that 25 per cent of the graduates from spring convocation still had not found jobs by mid-summer and that another 25 per cent were underemployed.

"Jobs aren't available even in the most specialized fields," the unidentified official was quoted as saying. "There are all sorts of cases where people with master's or doctor's degrees are driving cabs, waiting on tables or working as labourers."

Those percentage estimates, however, were not supported by John Armstrong, assistant director of information for manpower programs in the federal Department of Manpower and Immigration.

"They are quite probably the first-hand, subjective opinions of a manpower official in one area," Armstrong asserted, "but to quantify them on a national level is not accurate. Moreover, it is hard to measure under-employment."

Accurate measurements may be lacking, but newspaper reports across the country suggest Canada is not tapping the potential ability of many graduates. A PhD graduate

in history, after applying unsuccessfully for 140 academic positions, took a $3-an-hour job as a salesman in a tobacco store. An employer who advertised for a warehouse foreman got replies from seven masters of business administration. Hospitals from several southern states of the U.S. started successful staff recruiting drives in Ontario where hundreds of newly-graduated nurses couldn't find work. One nursing graduate could not even find a job as a ward aide, her occupation before she entered nursing school. Some arts and general science graduates found jobs, but only after sending out from 150 to 200 resumés and following them up with telephone calls.

One master of science graduate from Carleton University in Ottawa decided to become an apprentice plumber to improve his potential earning power. Carleton president, Michael Oliver, says the graduate's choice of a career in plumbing does not disturb him. Oliver holds the view that while universities provide young Canadian adults with an opportunity to study, exchange ideas with academics, and perhaps come to a better understanding of themselves and their society, they are not necessarily places where people go to prepare themselves to hold jobs.

That view may be shared by other academics, but it is not the one held by hundreds of thousands of students who enter university to qualify for employment at above-average salary levels. These students will find little consolation in the findings of the Technical Service Council, a non-profit personnel consulting and placement service that makes quarterly surveys of 1,500 employers from coast-to-coast, all in the private sector of the economy.

"The 1976 university graduating

The Class of '76 must lower its job expectations

classes have been hard hit by the economic slump," the council reported. Its midyear survey found job openings for executives, accountants, scientists and other professionals down 25 per cent from mid-1975. The council attributed the decrease to slower growth of both consumer spending and capital expenditures by industry, as well as slow export sales and a decrease in hirings by government.

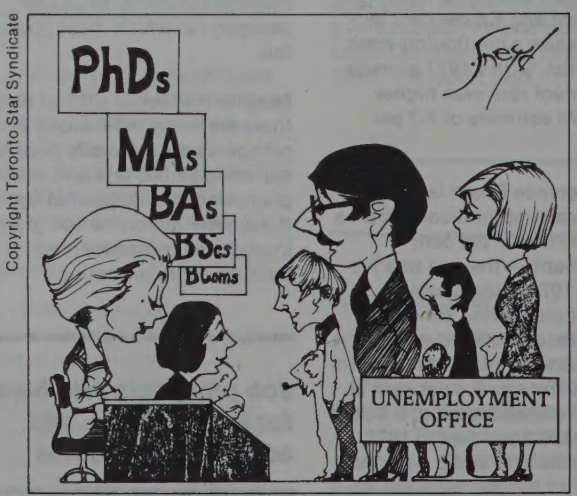
The council found labour market shortages — and hence good job prospects — for some professional categories in engineering, computer programming and systems analysis. There were also some job openings for personnel managers, purchasing agents and plant managers, though only half as many as a year ago. And that's about where the Council's optimism ended. It found only poor job prospects for architects, architectural draftsmen, electrical draftsmen, chemical laboratory technicians, metallurgists, time study people, biologists, biochemists, corporate planners and even market researchers.

The council said, however, that civil and electrical engineering graduates were having a hard time finding work but would get jobs eventually "if they were not too selective about job type and location." There were also "reasonable" prospects for commerce graduates in marketing, finance, and accounting.

Prospects for arts and general science graduates ranged from "indifferent" to "poor", with some of the "class of '75" still unemployed.

The council reported that master's graduates in many disciplines, including business administration, were also finding job prospects poor, and most universities reported "poor" or "non-existent" job prospects for PhDs.

Otherwise, the council says, its current surveys appear to bear out



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predictions it made in mid-1975 in a 10-year forecast: good job prospects for business and commerce, chemistry and engineering graduates until the 1980s, when demand would decrease sharply. That survey found the bachelor or honours bachelor degree to be the qualification sought most by industry, and it predicted that master's and PhD graduates would have trouble finding employment.

The bleak prospect facing many PhDs comes as no surprise. Almost a decade ago, at hearings of a special Senate committee on science policy, it became apparent that surpluses of PhDs were developing in several disciplines. In 1971, an Economic Council of Canada economist found job prospects "uncertain" for PhDs in their traditional occupations. "There is no possibility that the 13,800 PhD graduates that can be expected in the next five years will be absorbed by universities in the traditional manner," wrote Max von Zur-Huehlen.

In the population boom that flooded Canadian campuses in the 1960s, the universities not only absorbed the PhDs graduating in Canada in that decade but also imported large numbers from abroad. That was during a period of rapid expansion, with enrolments increasing at an average 12 per cent a year, but those increases have slumped in the 1970s. There are few avenues of employment for PhDs outside universities. von Zur-Huehlen found that foreign-owned industries were cutting back their research programs in Canada, and so was the federal government.

Some holders of new doctorates have found work as teachers in high schools and community colleges — which they regard as "under-utilization of their training." That avenue is not a broad one, for two reasons: community colleges cannot always meet PhDs' salary expectations, and many of the colleges "remained unconvinced that 'overtrained' research scientists have undergone the ideal preparation for their type of education."

On the job market, Canadian PhDs also face competition from a similarly qualified, but much greater number of PhDs produced by U.S. universities. von Zur-Huehlen says Canadian universities hold several attractions for U.S. graduates: "a two-year tax holiday, a shorter academic year, rapidly improving salary structures, a different social and political climate, and the possibility of achieving academic distinction and then returning to the United States when the opportunity arose."

Canada is not tapping the potential ability of its university graduates

One result of the anti-inflation program has been cutbacks in government spending at all levels — federal, provincial, regional and municipal — throughout the country, aggravating an already bad employment situation. One cutback that particularly hurt the class of '76 was a reduction to $24 million of the federal summer employment program for students.

In recent years, almost 1.5 million students have joined the labour force during their summer vacations, hoping to earn money to cover all, or at least part, of the following year's education expenses. With the federal program cut this year, untold numbers face the prospect of not returning to their schools, and their continuing presence on the labour market may mean extra competition for new graduates.

An NDP Member of Parliament, John Rodriguez, has estimated that 15 per cent of the students, or more than 225,000, didn't find any work at all this summer and hence won't be returning to classes this fall. Nobody knows precisely how many students are unemployed because Statistics Canada dropped its annual survey of student summer employment this year, as a cost-saving measure.

While few universities conduct formal surveys of job prospects or graduates' employment, several campus officials have provided *The Labour Gazette* with reports on their experience with employers and 1976 graduates. One experience common almost everywhere is that graduates in education, nursing and several other health professions are having trouble finding professional openings because of government spending cutbacks in their fields.

According to Peggy O'Neill, information officer of the federal Directorate of Manpower in Edmonton, this was true even in Alberta where the Technical Service Council found professional openings in the private sphere the highest in the country because of the oil sands project and other resources development.

M. J. Kelly, director of career planning and placement at Queen's University in Kingston, Ontario, reported that graduates in health science fields were having difficulty finding jobs in the province, as were graduates of arts and science programs, but almost all graduates in commerce, business administration and applied science who were seeking employment on graduation "have obtained it."

W.H. Thomas, branch manager of the Canada Manpower Centre at McMaster University, Hamilton, Ont., found a noticeable drop in the number of employers who were recruiting on campus in recent years. He attributed this not only to the current labour market but also to the fact that many employers are hiring business or technological graduates of community colleges "and using them in areas where previously university graduates were in fact, underemployed."

At McMaster, as elsewhere, arts, health science and social work graduates were not doing as well as engineering, computer science, chemistry, commerce and business administration graduates. Chemistry graduates were in "average" demand, and the demand for biochemistry and biology graduates was only "fair." Thomas also noted "very little demand" for graduates in physics, pure mathematics and geology — "a decline from other years."

Although graduates from applied programs generally fared better on the labour market, Thomas still sees a B.A. degree as a valuable step to employment: "In many cases, the emphasis is on the personal suitability of the graduate as opposed to the field in which he or she graduated. A B.A. graduate is still hired ahead of a graduate from an applied program if he or she has the best personal qualities and potential. The arts graduate, of course, has the added onus of having to be able to project these qualities in resumés or by telephone in order to arrive at the initial interview stage."

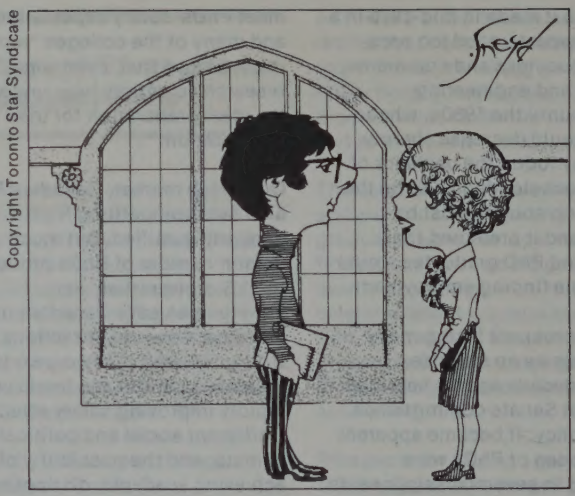
Thomas observed also that employers look for graduates who "display skill in communication, problem solving and interpersonal relations."

At Dalhousie University in Halifax, Nova Scotia, commerce, business administration, law and medicine graduates have been the most successful on the labour market, according to Ellen O'Leary of the university's personnel office. "However, as may be expected in these times, arts and science graduates are having a very hard time finding employment," she reported.

The situation was similar at the University of Prince Edward Island in Charlottetown. W.J. Power, manager of the on-campus Manpower Centre, reported a strong demand for business administration graduates in accounting, finance, management and marketing. Job opportunities were "rather limited" for bachelor of science and bachelor of arts graduates, especially in the social sciences. "However," he added, "some opportunities do exist if the graduate is willing to undergo on-the-job training in such areas as banking and sales."

Power noted a dramatic drop in the demand for bachelor of education graduates because of government spending restraints and a decrease in school enrolments, but added: "It appears, however, that there is still a moderate demand for teachers in Western and Northern Canada, particularly in British Columbia, and our graduates are actively pursuing employment opportunities in those areas."

At Mount Allison University in Sackville, New Brunswick, E.D. Boothroyd, manager of the on-campus Manpower Centre, described the picture as "probably no different from other universities across Canada."



"What are you going to be unemployed at when you graduate?"

Government spending cutbacks have aggravated an already bad situation

"B.A. and B.Sc. graduates have been getting little attention from recruiters," he says. "They have no specific marketable skills, and wherever they apply they find others have been there before them." While teaching contracts had been signed by only about one third of bachelor of education graduates, employment prospects appeared "reasonable" for bachelor of commerce graduates. There was also a "fairly high demand" for graduates of Mount Allison's bachelor of arts program with a secretarial certificate.

The one campus that reports good prospects for its education graduates is Université de Moncton in New Brunswick, largely because they are bilingual and there is a demand for teachers of French as a second language. Some of them, however, would be accepting teaching jobs in Quebec, Ontario and the Prairie provinces.

There are some jobs for B.A. graduates who will take on-the-job training in banking or sales

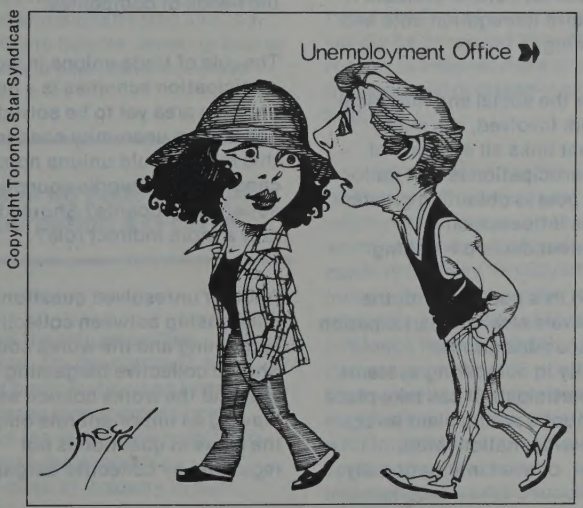
Otherwise, Marcel J. Caron, manager of the on-campus Manpower Centre, reported employment prospects as "generally good" for business administration and engineering graduates, but as "bleak" for arts graduates. Some social science graduates might find employment in Quebec, but the New Brunswick job market for them is "saturated." Caron is generally optimistic: "the fact that most of our students are bilingual has proven a tremendous advantage in their employment prospects. In past years, placement of our graduates has been good and the same results are anticipated this year.

In its 1976 study of the Canadian labour market, the Economic Council of Canada found that many young people enter the market "with little appreciation of the world of work" and that part of their job dissatisfaction "seems to reflect a mismatching of their educational training and expectations with the realities of the jobs they are offered."

To young people who have been guided by parents, teachers, professors and guidance counsellors throughout their lives, it is a particularly shocking experience to have to seek work in the labour market of the late 1970s. They find little consolation in predictions by the Economic Council of Canada and Statistics Canada that job opportunities will improve in the 1980s.

On October 14, 1975, when Prime Minister Trudeau announced the anti-inflation program, he said he was asking the people of Canada "to accept tough limits on their behaviour so that our economy can recover, so that we can all be much better off than we would be if we allowed the economy to continue along its present destructive course."

Thousands of members of the Class of '76 have had to accept the limits imposed on their behaviour by unemployment or underemployment, and they see little prospect of any improvement in their status. This is a far cry from the expectations with which they entered university three or four, or even seven or eight years ago. lg



"When I get back to school, I'm going to write an essay on the things I didn't do this summer."

"Worker participation" a varied concept

by Roger Blanpain

Confusion surrounds the notion of "worker participation" because it implies so many different things. This somewhat imprecise term has been used to describe everything from a radical re-ordering of society under worker control, as in Yugoslavia, to a retention of a traditional free enterprise economy with employee-influenced terms and conditions of employment.

The various types of "worker participation" in Western Europe currently range from French-style employee profit sharing to workers on the company's board of directors. Participation may include employee input regarding determination of wages and working conditions, the organization of work, or even major financial decisions affecting the company. Varying degrees of "information," "consultation," "co-decision," and "self-government," are included in the various systems.

Attempts to compare and assess the impact of such worker participation models in various countries, however, are fraught with difficulties. Many analysts fail to take into consideration the historical, cultural, and social environment which has given rise to a particular industrial relations system. It is tempting to interpret other countries' systems in the light of one's own experience and outlook.

There is no such thing as "participation à la carte," nor is it possible to transplant holus-bolus a piece of a labour relations system from one country to another. Institutions that are successful in one country are not guaranteed success in another. The most one can do is try to understand how each country's worker participation system functions. This will help put one's own system in perspective, help re-evaluate it and perceive its requirements and shortcomings.

Roger Blanpain is a professor at the Institute for Labour Relations at the University of Louvain, Belgium.

Whatever the social and historical framework involved, the main thread that links all systems of worker participation is that its ultimate goal is obtaining greater employee influence on management decision-making.

Even with this goal in mind, the various levels at which participation takes place adds another complexity in comparing systems. Worker participation can take place on the shopfloor, the plant level, industry-wide, nation-wide, European, or even internationally.

It can take place through a bewildering array of channels — collective bargaining, management boards, worker-directors, works councils, and worker consultation, to name only a few.

Despite the variety of models, channels, and ideologies, some general problems and shortcomings apply to them all. Many critics charge that "industrial democracy" focusses too much on institutions rather than on the problems of people. Many agree that there is too often a gap between what laws guarantee and what actually happens. Hence, there is the need to adapt legal institutions to the needs of the people they affect and to create instruments that will benefit employees rather than merely meet the needs of companies.

The role of trade unions in worker participation schemes is a major problem area yet to be solved. There is no unanimity concerning this role. Should unions nominate candidates for works councils or supervisory boards? Should they play a more indirect role?

Another unresolved question is the relationship between collective bargaining and the works council. Should collective bargaining come first and the works council second, playing an important role only when the issue in question is not regulated by collective bargaining?

It now is evident that collective bargaining alone does not always provide employees with enough power to influence decision-making, whereas participation on the supervisory

board or works council gives employees this power — legally — whatever the circumstances of the enterprise or the economy may be.

The fact that there are employees on supervisory boards should not replace collective bargaining, especially in countries that practice industry-wide bargaining. The delicate balance between the solidarity of the working class and the corporate interest of workers and their managers in the enterprise, must be maintained. Sitting on supervisory boards should not exclude the right to strike, either in theory or in practice.

Even here, critics have pointed out that participation in Western Europe is still no more than minority representation, and that even in cases where there is near-parity, as in West Germany, the change in the balance of power has been minimal, given the fact that the daily running of the enterprise has remained unaffected and the supervisory boards, meeting four or five times a year, have not given

There is no such thing as "participation à la carte"

workers the influence they expected. On the contrary, such worker participation has been seen to increase management power while at the same time helping to legitimize the economic power-base of industry in our society.

Another important prerequisite to effective worker participation is information on such items as investment, expansion, and mergers. Such information should be made available to the worker representatives in time for them to assess the situation and have an input to vital decisions affecting the future of the enterprise. The problem of conveying complex information to workers, especially that of a so-called "confidential" nature, has too long been used as an excuse to keep workers in a powerless position, and is no longer justifiable.

The loyalty conflict that may be experienced by employees sitting on supervisory boards is another aspect of worker participation. Conflict between loyalty to the firm, loyalty to the union, to fellow employees, and loyalty to the working class in general, are all present. [See LG, Aug. '76 p. 446.] Some observers minimize the importance of the various loyalty conflicts. They say the conflicts of daily life, such as found in the role of husband, wife, mother, father, are dealt with by average people, so that a conflict of loyalty cannot validly be proposed as sufficient reason to keep workers or union members off decision-making bodies.

Another aspect of the "worker participation" dilemma is: How much participation can there be in a world where decisions are often made in faraway headquarters of multinational companies, where workers have no channel to influence the real decision-makers? It is not unrealistic to posit that international collective bargaining may have to become a reality along with internationally-composed supervisory boards and international works councils working across international boundaries. Although such prospects raise some enormous difficulties, we cannot avoid the challenge. An even more basic question, given appropriate

How much participation can there be in a world where decisions are often made in faraway headquarters of multinational companies?

opportunities for "worker participation," is: "Are employees really participating?" How much participation is there if only 10 out of 10,000 employees sit on a supervisory board, or if 10 out of 500 employees sit on a works council? How involved are the vast majority of workers confined to the shopfloor?

Are we not perhaps creating a worker elite of those who are informed, who participate, and as a result get special social status, job security, and an office of their own while the vast majority are either barred from involvement or couldn't care less about participation? Is it not at the shopfloor that participation should start first? Will we not have to devote more time to work consultation, autonomous work groups and job enrichment schemes, to decentralized decision-making?

In addition to the necessity for shopfloor participation, there is the dilemma of middle management's role in worker representation. Research in West Germany indicates that an important goal of middle management is to participate in decision-making. But how? This level of worker does not feel at home in the trade union movement, does not tend to identify with the works council, or even with the shareholders. Channels are needed so that this

important group of employees has a real chance to participate. The political and social forces in most European countries, however, are currently such that the chances for a middle-management role in decision-making are meagre under current worker participation systems.

While it is commonplace to stress the necessity of education for employees as well as for management, workers cannot really participate if they cannot obtain relevant training in decision-making. The problem is immense. In West Germany alone, there are at least 200,000 works council members. Members of supervisory boards and works councils especially should be trained in the handling of power, because meetings of such bodies are between those with "less" and those with "more" power.

It is only when the power differential is not too great that real employee participation in decision-making is possible. One cannot stress enough that without the proper education, the participation structures may well be meaningless and may indeed increase the newly-legitimized power of management.

"industrial democracy" focusses too much on institutions rather than on the problems of people

In addition, one cannot escape ideology, nor can one duck the question of what is causing the current rush toward worker participation in so many countries — in combination with demands for the reform of business. The modern industrial employer has been so successful and has so thoroughly changed our society that the structure of the enterprise itself must be adapted to the changes it helped bring about. It must also cope with the rising expectations and educational level of its workers.

As the German philosopher Kant put it, "workers are subjects, not objects." The structure of companies is already considered outdated.

The modern enterprise has become so important to the fabric of society that its functioning can no longer be left to the sole discretion of the shareholders and employees. The public interest must be taken into account and a tripartite supervisory board might well be a solution to the problems besetting our society.

Despite the many models currently in use, the debate on worker participation is really just beginning. The challenge remains and the outcome of the debate will depend largely on the attitudes of the parties involved, especially unions and managers. lg

The foregoing is based on an address to the second International Conference on Trends in Industrial and Labour Relations held earlier this year, in Montreal.

Current trends in American labour relations

Why U.S. unions reject co-determination

by Thomas R. Donahue

Discussing U.S. collective bargaining in the present and future tense is interesting, especially because its death was pronounced little more than 13 years ago, when one pundit concluded: "Now, however, the collective bargaining system is collapsing, and with its collapse, the unions that have been so integral a part of it face a dim and uncertain future."

Others have proclaimed that collective bargaining has been too successful — union members having made so many gains that they are now bourgeois. One wrote: "Deeply conservative and fearful of going on strike, America's unions are looking weak, indecisive and middle-aged."

Then there are those who view collective bargaining as a narrowing of workers' interests. It is, after all, a self-interest mechanism. So they call for collective bargaining to tackle a broader range of social concerns, as if the contracts between individual employers and unions can resolve what are truly national issues — discrimination, poverty, inflation, recession, safety, health care, and on and on. They look for some sort of revolutionary unionism, welfare unionism or uplift unionism — none of which have ever been acceptable to the majority of U.S. workers — which is why our unions are an unusual mixture of job unionism and social unionism.

Our structures focus first and foremost on the representation of workers in their dealings with

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employers. Unions are, of course, special-interest organizations whose first and principal function is to organize workers and represent those workers in an effort to improve their job conditions — in other words, to bargain collectively.

Only when this function is successful can our unions pursue their secondary function — the expression of social unionism. That is, the effort to improve the general condition of their members by improving the general condition of everyone in the community, be it local, state, national or international. It is in the pursuit of those larger goals, and in the unification of the more than 45,000 local labour organizations in that pursuit, that American labour can be seen as a movement with a social philosophy. But it ought to be noted that it is the emphasis on the primary function of job unionism — collective bargaining — that provides the resources and the mass support for the effective pursuit of the larger program of social interests.

To do this, to carry out that primary function, we have developed the world's most elaborate, extensive and complex system of collective bargaining. Even without the new visionary chores that some would assign to this essentially pragmatic system, collective bargaining today faces immense tasks. It must produce agreements that will regain the huge losses in purchasing power our members have suffered, while at the same time protecting workers' jobs in an economic crisis that is far from over.

In doing this, U.S. collective bargaining will be, as it always has been, contemptuous of textbook formulas and definitions. Some sneer at its lack of neatness and disregard for perfection, and, as a result, fail to comprehend its vitality as a dynamic, flexible system of problem-solving between the differing interests of labour and management in the workplace.

In this day of computers and models, collective bargaining is inherently and defiantly human. And it is precisely that lack of machine precision that makes collective bargaining work. It sorts out the demands and the final offers and distinguishes a "wish list" from a strike issue. It continually devises new approaches, systems and techniques. It accommodates to constantly changing conditions.

Consider for a minute that the more than 14 million AFL-CIO members are covered by 150,000 collective bargaining agreements negotiated by tens of thousands of participants in the collective bargaining process. Each of these agreements is of paramount importance to the workers involved — no matter whether it is a huge corporation or a

small shop, whether it's in New York City or Kalispell, Montana.

And in spite of the concentration of media attention on major national negotiations, it is the sum of the scores of thousands of small contracts that makes up the importance of collective bargaining to the economy. And that value cannot be computed solely in dollar terms. People don't join American unions because they want to express a particular social or political attitude. They join primarily because they want to express their human dignity on the job and have it recognized on the job.

Because American unions have won equality at the bargaining table, we have not sought it in corporate board rooms

I think the most powerful example of what the trade union movement is about is a picture, now famous in our country, taken during the strike of garbage workers in Memphis in 1968. It is a picture of a black garbage worker, on strike, embattled, in a setting hostile to him for many reasons, wearing a sign which said, simply and boldly: *I AM A MAN*.

He was saying what every man and woman who ever joined a union or signed a card, or ever walked a picket line, was saying: *"I AM A MAN* (or *A WOMAN*). I am the equal of all others, and you, Mr. Employer, you will respect my human dignity."

It means more than the dollars negotiated in the wage package — although the money is vital for an individual to enjoy that dignity he or she seeks. That dignity, once established, is the foundation on which a social program can be built to improve the worker's relative position in society, to make equality a fact. That equality is established through the collective bargaining process, a conflict relationship, where equals talk to equals. And because American unions have won equality at the bargaining table, we have not sought it in corporate board rooms.

We do not seek to be a partner in management — to be, most likely, the junior partner in success and the senior partner in failure. We do not want to blur in any way, the distinctions between the respective roles of management and labour in the plant. We guard our independence fiercely — independent of government, independent of any political party and independent of management.

Similarly, we guard our strength and our militance, and when we bargain, we bargain on all issues — whether they are mandatory subjects for bargaining under our laws or not — because realistically, they are all on the table. And we probably bargain on as many, if not more, issues than the number on which we might have any impact as members of a board of directors.

We've watched co-determination and its offshoot experiments with interest, and will continue to do so, but it is our judgment that it offers little to American unions in the performance of their job unionism role (given our exclusive representative status and our wide-open conflict bargaining), and it could only hurt U.S. unions as they pursue their social unionism functions — seeking through legislation, political action, community involvement and a host of other approaches, to improve our

We do not want to blur in any way, the distinctions between the respective roles of management and labour in the plant

members' lot by improving society generally.

In the U.S. lately, there's been a veritable flood of articles and thought pieces and studies by journalists and academicians on why U.S. unions ought to be moving in the direction of co-determination.

Somewhat similarly, there's been a flood of articles and thought pieces and studies by journalists and academicians on why U.S. unions ought to be more involved with the issues of the quality of work life, worker alienation, job enrichment and the like. All these assume that there is a surge of worker interest in participating in management or in some of the more esoteric aspects of quality of work life, and that assumption is false. They also assume that there are patterns in Western Europe and the Scandinavian countries that are totally transplantable.

All of this overlooks the fact that culture, laws, collective bargaining systems, union and management structures, and indeed companies and workers, are so different that a "common system" is not logical. I really wish some of our social researchers would investigate the social conditions and the philosophic pre-dispositions that might account for our lack of fascination with co-determination.

I can't express it very clearly — but I think that there is something in the

U.S. trade union character, something in our view of ourselves, that makes us secure in our equal status, prepared to bargain in conflict, and fully prepared to seek in that conflict the things others may achieve at board room tables.

I think, too, we exist in a society hostile to trade unionism in a different way than is true in Europe. In our exclusive recognition-or-nothing system we "go for broke" against an employer who is fighting not against the way in which we work, not against the specifics we seek, but rather against our very existence in his plant. While I don't think employers elsewhere in the world welcome unions with open arms, I do think their opposition is different in kind and doesn't threaten union existence as such.

We'll continue to watch the various experiments in bargaining and in structure, as I'm sure other nations will watch ours, and we, and our totally pragmatic system, can be counted on to accept what is valid for us — just as the systems in other nations continue to validate themselves.

In the "quality of work life" field, we have had first to survive the onslaught of the original faddists who flocked to its side announcing to all that they had just invented the wheel. I am fond of pointing out that they didn't — that U.S. unions have been in the business of improving the "quality of work life" through all the years of our existence. We have fought for a clean, safe workplace, for sensible, tolerable limits on discomfort, in short, for humane conditions — respectful of the workers' dignity.

We are as impressed as anyone with the new opportunities that modern plants and equipment, modern methods of work organization, may create for further humanizing the workplace and we can be depended upon to participate in serious efforts to study these and develop them further. But we can also be depended upon to scoff at some of the "rainbow-chasing" being carried out by the less serious faddists who have latched onto some of the more esoteric aspects of this subject. And we'll be equally cautious and suspicious of those who will try to turn this into another effort to boost output without sharing the benefits of any increased productivity.

We've watched co-determination, and its offshoot experiments with interest...but it is our judgement that it offers little to American unions

We are convinced, with Sar Levitan, of the validity of the title of his recent book — *Alas, Work is Here To Stay* — and in spite of our best efforts to improve the quality of work life, it will remain "work" and the degree of difficulty, the degree of unpleasantness, of discomfort or hardship, will be reflected, as now, as a factor of compensation.

On the economic side, increasingly difficult issues for labour and management are finding their way to the collective bargaining table. Included are worker pressure to catch up with raging inflation, while many managers are still confronted by recession-induced problems and the impact of monetary policy on costs and liquidity. Job security, cost-of-living adjustments, pensions and supplemental unemployment benefits, all command immediate attention.

The difficulty presented by these issues lies not with the collective bargaining system — with all of its warts and imperfections — or with the tens of thousands of negotiators and other practitioners who keep the system operating. The difficulty lies with our government's economic policies and policy-makers. We have suffered through seven years of high interest rates, high inflation rates and high unemployment rates. Our housing industry has practically come to a halt and more than 30 per cent of our industrial capacity sits unused.

The economic problems that make bargaining so difficult generally are even more serious nowadays for our public sector unions in the United States. For them, the problems are compounded by a public attitude that is quite ready to make public employees the scapegoat — responsible apparently for most, if not all, of the problems of our cities and states and clearly the one group to be singled out to provide the cure.

Fire them, lay them off, cut their wages, increase their workloads, cut back their fringe benefits, even withdraw their social security coverage — anything goes in the effort to make the public employee save the cities and states single-handedly.

And so, with immense national economic problems confronting collective bargaining, the practitioners have tried to adjust to and the trade union bargainers have tried to keep pace with inflation, without destroying jobs — with mixed results. The sharp growth in the number of workers covered by cost-of-living escalator clauses is but one example of that effort to accommodate. Many unions have had to increase emphasis on income maintenance and job security provisions such as

severance pay, supplemental unemployment benefits, prohibitions on overtime work and liberalized provisions for early retirement.

There have also been in recent years a number of innovations in the bargaining process, such as the "experimental negotiating agreement" in the steel industry, the many coalition and co-ordinated bargaining programs, the establishment of the joint labour-management committee in the retail food industry, the new mechanisms or patterns discussed but vetoed in the construction industry, the negotiation of expedited arbitration and "med-arb" clauses, continuing innovative efforts to deal with technology and displacement, vastly increased interest in safety and health, and new fringe benefit breakthroughs such as prepaid legal services.

As important as these innovations are, there is a long way to go before labour's goals for collective bargaining are fully realized. Our hopes remain the same as the objectives of the government outlined 40 years ago in the Wagner Act, which created our modern-day collective bargaining system.

Those are: to create the conditions in which workers, with full freedom of association, can band together in order to equalize their bargaining power with that of the employer and thereby better enable both employer and employees to accommodate one another's interests and the interests of all the people — in a sense, to better enable them to live productive lives together — with benefits for each and all.

To these ends, governments want (or should want) to minimize or eliminate "industrial strife" and to maximize the likelihood of bargaining between employer and

I think...we exist in a society hostile to trade unionism in a different way than is true in Europe

employees that has little inflationary effect on the economy. It is to be hoped that those governmental policies are also geared to encourage a fair and appropriate distribution or redistribution of the wealth of the nation and to enhance the condition of life of workers.

The extent to which those objectives are being achieved in the U.S. is uneven. The bargaining process works once it gets under way, but the delays in the procedures of the National Labor Relations Board are probably greater than in any other area of U.S. federal law enforcement, and too often the thrust toward collective bargaining is thwarted by willful violations that net anti-union employers little more than a slap on the wrist.

For issues it can resolve, when it is given the opportunity to work, collective bargaining works quite well — indeed, it is successful in nearly 98 per cent of its efforts. But collective bargaining is an unwieldy vehicle for economic and social progress. It makes progress by agreement, not by fiat. It unites the participants by conviction, not by compulsion. Thus many of the solutions that are so easy for the pundits to perceive are difficult for the practitioners to execute.

For example, past discrimination against minorities and women cannot be resolved overnight by collective bargaining. It must not be protected by collective bargaining agreements but neither can we accept the "solution" that suggests wiping out our seniority systems. The only real solution is the creation of jobs and an expanding economy in which real opportunity is available to the victims of past discrimination.

There are other problems, such as safety and pensions, where the collective bargaining system proved inadequate to provide the type of nation-wide, industry-wide solutions that were necessary. So the labour movement turned to its other function, social unionism, to seek legislative solutions.

The problems were different, yet similar. Unionized companies greatly resisted stringent, effective safety measures because they knew that non-union companies could avoid even rudimentary health and safety protections. As for pensions, the inability of any single body to act as guarantor, and the increasing number and complexity of plans made some regulation necessary.

Finally, in our collective bargaining there is the ubiquitous clamor for "responsibility" from labour in negotiations. Responsibility to whom or to what is rarely defined, but is generally taken to mean: don't bargain very hard, settle low and sit back to the hosannas of the press. Unions are responsible. They are responsible to their members. Management is responsible to stockholders. I submit that, most often, in meeting those responsibilities, labour and management arrive at the bargain that is, in the truest sense of the word, "responsible."

So, what does the future hold? The basic nature of trade unionism in America and the basic structure of collective bargaining will continue about the same, with adjustments made as needed. In one situation,

authority and responsibility need to be more concentrated; in another, they need to be more dispersed. The economic problems and the power structures we confront will require some mergers of existing labour organizations and some realignments of others.

There is always a need for more involvement and participation by all members, but particularly new members, young members, women and minority members. None of these developments comes easily. If our problems were capable of resolution by edict, solutions might come easily and we would have a nice, tidy labour movement — but it wouldn't be a democratic one.

It is easy to sketch out "the grand design" for a "new" labour movement and for "improved" industrial relations, but it is much more in the trade union tradition to know that there is no easy formula for remaking democratic institutions. Therefore, we must rely on solutions around which we can rally the constituency and for which we can obtain and maintain majority support.

Change will not be rapid or all encompassing, but there will be change. I think that the next few years will see:

- More mergers among unions as the interests of the members require them.
- More co-ordination of bargaining, either through formal structures or loose-knit coalitions.
- More co-operative organizing efforts.
- New patterns of collective bargaining developing in the public sector, on an area or regional basis and with a closer correlation between public and private sector bargaining.

Collective bargaining is an unwieldy vehicle for economic and social progress

- Expanded efforts to enlarge participation by all members in union affairs, both within particular unions and within the labour movement generally, as in political campaigns, boycott efforts and in other community-related activities and goals.
- Continued reliance on political and legislative action to achieve those goals that bargaining is unable to attain.
- Increased affiliation and unification within the house of labour — as presently unaffiliated associations develop militancy and increased reliance on collective bargaining, and with it a sense of necessity of being a part of a united whole.
- Increased international contact among unions, exclusive of international bargaining, to deal with the global threat to organized labour from multinational corporations.

If all this sounds optimistic, it is. Trade unionists are congenital optimists. We firmly believe in our ability to effect change for the better. We believe in democracy and the democratic structure of the institution of collective bargaining. And we believe we have the stamina, determination and dedication to see it through. lg

The foregoing was condensed from an address to the second International Conference on Trends in Industrial and Labour Relations, Montreal.

International Labour Conference 1976

by John Mainwaring

The 61st Session of the International Labour Conference, held June 2 to 23 in Geneva, took a further important step towards the promotion of government-employer-worker collaboration by adopting the Tripartite Consultation (International Labour Standards) Convention (No. 144) and the Tripartite Consultation (Activities of the International Labour Organization) Recommendation (No. 152).

The convention provides for regular tripartite consultations within each member state on the following problem areas:

- replies to ILO questionnaires concerning agenda items of the International Labour Conference;
- government comments on the proposed texts of new conventions and recommendations;
- government proposals to parliaments or other competent legislative bodies concerning action to be taken on newly-adopted labour standards;
- joint re-examination of unratified labour standards to see whether positive action might be taken;
- government reports to the ILO on the implementation of ratified conventions;
- denunciation of ratified standards.

These consultations should take place at least once a year. Employers and workers are to participate on an equal footing in the consultative procedures. If appropriate, an annual report is to be issued on the results of such meetings.

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The accompanying recommendation contains similar provisions, but is somewhat wider in scope. Thus the document suggests the extension of these national tripartite consultations to other ILO activities, including technical co-operation and the follow-up of resolutions adopted by the general conference or by other bodies, such as industrial committees.

Ratifications of ILO conventions now number 4,252, the conference reported. This includes 171 ratifications registered during the past year by both developed and developing countries.

Workers in factories, mines, transport, construction and agriculture may be exposed to a host of invisible hazards...

The ratification of conventions is not an end in itself, it was generally agreed. Rather, it is a means of promoting social progress in the countries concerned, and satisfactory application of ratified conventions is essential.

A total of 94 cases of progress were reported this year concerning 55 countries which have taken steps to change their law or practice as a result of earlier comments by the ILO. They bring the number of such cases recorded during the last 13 years to more than 1,000.

In all, over one third of the member states of the ILO were summoned by the Committee on the Application of Conventions and Recommendations to answer criticism and questions about the effect given to international labour standards.

The Conference Committee on the Application of Conventions and Recommendations discussed problems met by 48 countries in discharging their obligations regarding ILO standards. It noted in particular that 16 countries had not supplied information required under the provisions of the ILO Constitution.

Grave concern was expressed by the committee over persistent problems in several member states. It drew particular attention to questions concerning the application by Burma of Convention No. 87 on freedom of association, and by Chile of Convention No. 111 on discrimination in employment.

The committee drew the attention of the conference to the discussions it had had on certain other cases relating to the application of various ratified conventions in Ethiopia, Haiti, Indonesia, Liberia, Philippines, Tanzania, Uganda, USSR, Uruguay and Paraguay.

The conference held its first discussion on proposed standards for the protection of workers against occupational hazards in the working environment and on nurses' working conditions.

After submission to governments for comment and amendment, if necessary, the texts will be put before the 1977 International Labour Conference for final decision.

The working population of the world spends more than half its waking hours at the workplace. Workers in factories, mines, transport, construction and agriculture may be exposed to a host of invisible hazards, among them: noise and vibration, noxious gases and vapours, airborne dust, and excessive heat. According to the proposals, national laws and regulations should make employers responsible for compliance with prescribed safety measures, and should oblige workers to comply with safety procedures. Competent authorities should set criteria for determining the hazards of exposure to atmospheric pollution, noise and vibration in the working environment and, where appropriate, specify limits, which should be revised regularly in the light of current knowledge.

The draft recommendation provides for workers to obtain access to the monitoring and surveillance records of atmospheric pollution, noise and vibration in the working environment and for their representatives

...a new ILO program... calls on the ILO to establish a "hazard alert" system...

to play an active part in prevention and protection activities.

Regarding health protection, the recommendation suggests a whole range of medical check-ups, including pre-assignment and periodic medical examinations, biological and other tests and medical supervision long after the cessation of dangerous employment. Accompanying the proposed convention and recommendation is a resolution supporting a new ILO program of action to improve the quality of working life. This program has three main objectives: regard for workers' life and health, provision for rest and leisure time, and opportunity for the worker to develop his personal capacities to the fullest. It further calls on the ILO to establish a "hazard alert" system, whereby any member state discovering a potential danger for occupational safety or health would be required to route a "hazard alert" to the ILO, which would transmit the information to other member countries on an urgent basis, as well as to the World Health Organization.

Discussion took place on a set of recommendations, proposed for formal adoption by the 1977 conference, calling for a long list of improvements, including better pay, shorter working hours, career development and job satisfaction for nursing personnel.

Regarding nurses' remuneration, the proposed recommendation says that it should be comparable to other professions requiring similar qualifications and carrying similar responsibilities.

The pay should be periodically adjusted to take into account both the rising cost of living and increases in the national standard of living.

Concerning working time, the document suggests that nurses' normal weekly hours of work should not be higher than those for workers in general in the country concerned. Normal daily hours of work should be continuous and not exceed eight hours, unless there are collective agreements to the contrary. Finally, the working day, including overtime, should in no case exceed 12 hours.

...nurses' remuneration should be comparable to other professions requiring similar qualifications...

Steps should be taken to bring nurses' weekly rest to 48 uninterrupted hours, where this is not already the case, and it should in no case be less than 36 uninterrupted hours.

The recommendation advocates improved vocational training and career development programs for nurses which would result in greater job satisfaction and better nursing services.

Nurses should have access to continuing education enabling them to advance professionally in nursing care, administration, teaching and research.

To settle problems that might arise over nurses' employment and working conditions, it is proposed that their representative organizations should be afforded appropriate joint machinery, such as mediation, conciliation and voluntary arbitration, "with a view to making it unnecessary for nursing personnel to have recourse to such other steps as are normally open to organizations of other workers in the defence of their legitimate interests."

A novel feature of the recommendation would allow nursing personnel "to refuse to perform specific duties where performance would conflict with their religious, moral or ethical convictions — subject to informing their supervisor in good time and being satisfied that nursing care is ensured — without being penalized."

Finally, the conference set the ILO Budget for 1977 at $79.6 million as compared with $81 million for this year. Substantial savings will have to be made, and the ILO Governing Body received authority to make staff cuts, if necessary. lg

World Employment Conference

Concurrently with the 61st Session of the International Labour Conference, the ILO this year was host to a special World Conference on Employment, Income Distribution, Social Progress and the International Division of Labour.

The Conference, in a Declaration of Principles:

- agreed that a priority objective should be to satisfy within the next 25 years, the basic needs of the least privileged population groups of each developing country;
- saw increased productive employment as a vital factor in this basic needs strategy, which would be designed to provide a national minimum level for such essentials as food, shelter, clothing and community services;
- supported efforts to secure reforms in trade and finance agreements to favour developing countries as a move toward a new international economic order proposed by the UN General Assembly;
- declared that the current Second Development Decade Strategy needs to be revised to take account of basic needs policies, which should also form the core of the UN Strategy for the Third Development Decade in the 1980s;
- recommended that part of the $1,000 million International Fund for Agricultural Development should be earmarked to generate employment in the rural sector, where most of the world's poor live and work.

The conference's plan also dealt with three other related problem areas: international migration, appropriate technology, and employment and adjustment policies in developed countries.

Delegates were unable to reach a consensus regarding the role of multinational enterprises in employment creation in developing countries. The ILO is currently engaged in a tripartite inquiry into multinationals where some progress has already been made for adopting a declaration of principles on the social aspects of multinational enterprises' activities.

The Declaration of Principles will be forwarded to the ILO Governing Body, which will consider how these recommendations of the World Employment Conference might best be implemented. lg

The tripartite world employment conference

by H. John Harker

The International Labour Organization has claimed that the basic Guidelines of a scheme to rescue one third of humanity from unemployment, underemployment, or destitution were drawn up by the World Employment Conference, which took place in Geneva in June and was attended by more than 1,000 government, employer and trade union representatives from many countries, including Canada.

The outcome of this tripartite conference took the form of a Declaration of Principles — strongly sought by the "Group of 77" developing countries — and a Program of Action. These were finally adopted by acclamation, but after long and difficult negotiations and after an attempt was made by some government representatives to conclude a deal without the participation of either workers or employers — an attempt thwarted at the last minute by the commitment of the workers and employers to tripartism.

The conference agreed that satisfying the basic needs of each developing country's least-privileged population groups within the next 25 years should be a priority of national development policies. If this agreement is acted on, it could mark a revolutionary transformation of the condition of the world. Increased productive employment was seen as the vital factor in the basic needs strategy, which would be designed to provide a national minimum level for such essentials as food, shelter, clothing and community services — things that are just not available to millions of people.

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The declaration furthermore supported the efforts of the United Nations General Assembly to secure reforms in trade and finance in favour of developing countries as a move toward a new international economic order. This aspect of the declaration, however, was couched in general language, so as to not offend the industrial countries.

The real need for the conference was illustrated by the failure of the United Nations' "First Development Decade," so it came as no surprise that the conference declared that the current "Second Development Decade" must be revised to take account of basic needs policies, which should also form the core of the "Third Development Decade" beginning in 1980.

Targets set in the past, have not been achieved, in spite of rapid economic growth in most developing countries. This was especially true of the period 1960 to 1970, the "First Development Decade," and the lack of complacency among delegates at the World Employment Conference could be attributed to some shocking statistics publicized by the ILO in its basic conference background paper.

Increased productive employment was seen as the vital factor in the basic needs strategy

From this, delegates learned that the number of illiterate adults in the world rose from 700 million in 1960 to 760 million in 1970. At least 460 million people suffered severely from protein deficiency in 1970, and from 1963 to 1972, data available from 32 countries in Asia, Africa, and Latin America show that 43 million more people became destitute. Most of these people live in rural areas, and it is this economic sector which the conference focused on to stress the importance of "basic needs."

A major part of the $1,000 million International Fund for Agricultural Development will be earmarked for the generation of employment in the rural sector, where most of the world's poor live and work. It is here that the need for trade unionism is also great. Canadian workers will keep pressing this point, which is of real concern to our friends in the third world.

In addition to prescribing policies needed to meet the basic needs of the poor, the conference, in its plan of action, focused on three major aspects of the global attack on unemployment: international action to limit the harmful effects of migration on people and countries; the development of technologies best suited to the development potential of developing countries; and efforts to achieve full employment in developed countries such as Canada, though this aspect certainly received less attention than the others.

The primary objective of national and international migration policy should be to make work in the home country more attractive, so as to avoid the need for workers to migrate. This can be done only through international co-operation.

Following the limited success we can expect in achieving this goal, the second objective is to protect migrant workers and their families from the difficulties they sometimes encounter. Whatever the experience of individual countries, it was encouraging that the conference advocated action to combat discrimination against migrants and illegal trafficking in migrant labour. A system of international agreements aimed at reducing labour migration and making it more orderly was called for, and it is hoped the participating states will now turn to drafting these agreements.

The right and the duty of each developing country to choose the technologies it deems appropriate was endorsed by the conference. Technology was seen to be an important element in the basic needs policy that should be fashioned in the individual countries. The aim should be to achieve a balance between labour-intensive and capital-intensive technologies so as to promote growth and employment, and meet basic needs, in accord with the policies of the CLC and its international affiliate, the International Confederation of Free Trade Unions.

The conference suggested the creation of national, regional and sub-regional centres for the development and transfer of technologies, and to promote international co-operation in this field. The Canadian Hunger Foundation is trying to set up a centre for appropriate technology in Canada, and it is hoped this initiative will be

A system of international agreements aimed at reducing labour migration and making it more orderly was called for

supported by the federal government.

The conference declared also that necessary changes in the international economic order should not be made at the expense of workers, though the workers group could not secure support for the idea of a social clause in the General Agreement on Tariffs and Trade (GATT) to protect workers, or for a reconversion fund to finance adjustments to the economies of developed countries.

There was agreement that regional or national funds could be set up, or existing funds such as those of the European Economic Community could be adapted to help workers and industries to adjust to international economic changes, so long as the required money did not detract from international aid budgets of the developed countries.

Developed countries should achieve and maintain full employment and take measures to ensure that workers whose jobs are threatened are given as much notice as possible; that incomes are maintained at an appropriate level for a reasonable period of time; that facilities are provided for retraining; and that special measures are taken in favour of women workers, migrants, the young and the handicapped. This came near to the measures the CLC proposed to the Parliamentary subcommittee on international development in February, 1976.

The conference called on the ILO to set up a worldwide program in support of household surveys to map the nature, extent and causes of poverty. The first step is to help countries establish the necessary statistical and monitoring services, which are all-too-often lacking. It was also seen as necessary for the ILO to assist countries to formulate basic needs policies and to measure progress toward their achievement.

The ILO was asked to report on how the basic needs policies were progressing to an annual conference before the end of the 1970s, based on information supplied by member states. There is not much time allotted, and strenuous efforts will have to be made by countries if

The conference called on the ILO to set up a worldwide program in support of household surveys to map the nature, extent, and causes of poverty

any progress is to be reported. It is to be hoped that workers' organizations will be involved.

The ILO was also asked to make its technical services available to member countries in carrying out their policies in the fields of technology choice, migration and adjustment assistance, and here is a clear area for bringing workers' organizations into the development process.

It seems to be essential that steps be taken to ensure a trade union perspective in these crucial next three years, or the dangers of the evaporation of the good will created by the conference will sadly be realized. lg

The employment ratio as a policy indicator

by Christopher Green

An important economic phenomenon in the 1970s is the decline in the reliability of the aggregate unemployment rate as a measure of the underutilization of labour resources and the degree of "aggregate demand pressure" in the economy, as indicated by the relation between aggregate demand and the economy's economic potential.

During the first three decades following the appearance of J.M. Keynes' *General Theory of Employment, Interest and Money*, the unemployment rate occupied a central position as an indicator of economic and social well-being. In the past decade, many economists and policy makers have questioned conclusions drawn from inter-temporal comparisons of unemployment rates. No doubt this questioning is a reflection, in part, of the increasing difficulty in *reducing* unemployment through monetary and fiscal policies, and of the increasingly inflationary character of western economies, even at relatively high (in a postwar sense) levels of unemployment.

Numerous hypotheses have been suggested in an attempt to explain the higher over-the-cycle unemployment rates experienced during the 1970s. These explanations include the effects of the "coming of (working) age" of the postwar "baby boom," the rising labour force participation rates of married women, the increasing generosity and coverage of income maintenance programs, particularly unemployment insurance, and the secular rise in multiearner families and family wealth.

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In addition such "structural" factors as barriers to mobility due to union- or government-created restrictions, and mismatches between the skills and location of job seekers and the skill requirements and location of jobs, have been suggested. Some of these hypotheses appear plausible and some are now receiving increasing attention from economists. Whatever is finally decided, however, it seems abundantly clear that for the present, at least, the aggregate unemployment rate no longer carries the economic "weight" it once did, and this fact will, if it has not already done so, influence economic policy.

In its recent study of the Canadian labour market, entitled *People and Jobs* (LG, June, p.310), the Economic Council of Canada concluded:

Basic changes in the labour market have rendered the message of the unemployment rate today rather different from that of a decade ago. From our examination of it and other measurements, we believe that the aggregate rate alone is an incomplete indicator of idle labour capacity, cyclical phase, or economic hardship. Supplementary information is required for a balanced interpretation of the meaning of this statistical measure. The aggregate unemployment rate, in short, should be augmented by a number of other measures in order to achieve a balanced interpretation for purposes of government policy-making.

The supplementary measures the Economic Council suggests, include the unemployment rate of family heads, the duration of unemployment, and the extent of low wages. Interestingly, the Council does not mention in its labour market study the so-called "employment ratio," the ratio of total employment to the "working age" population, defined as the civilian non-institutional population 14 years of age and over.

In recent years the employment ratio has received increasing attention in the United States. Geoffrey Moore, a former U.S. Commissioner of Labor Statistics, has advocated, since at least 1973, that attention should be paid to employment as well as unemployment; the employment measure Moore has in mind is the employment ratio. In a recent article in the *Monthly Labor Review*, Julius Shiskin, the present U.S. Commissioner of Labor Statistics, gave the employment ratio what might be termed an "official" blessing when he concluded that:

...the employment-population ratio and the unemployment rate are both useful cyclical indicators, though neither ranks among the very best. However, both measures rank close to the top as measures of performance. *Both illuminate different aspects of labor market conditions, and both are necessary for a balanced view of the overall employment situation.*

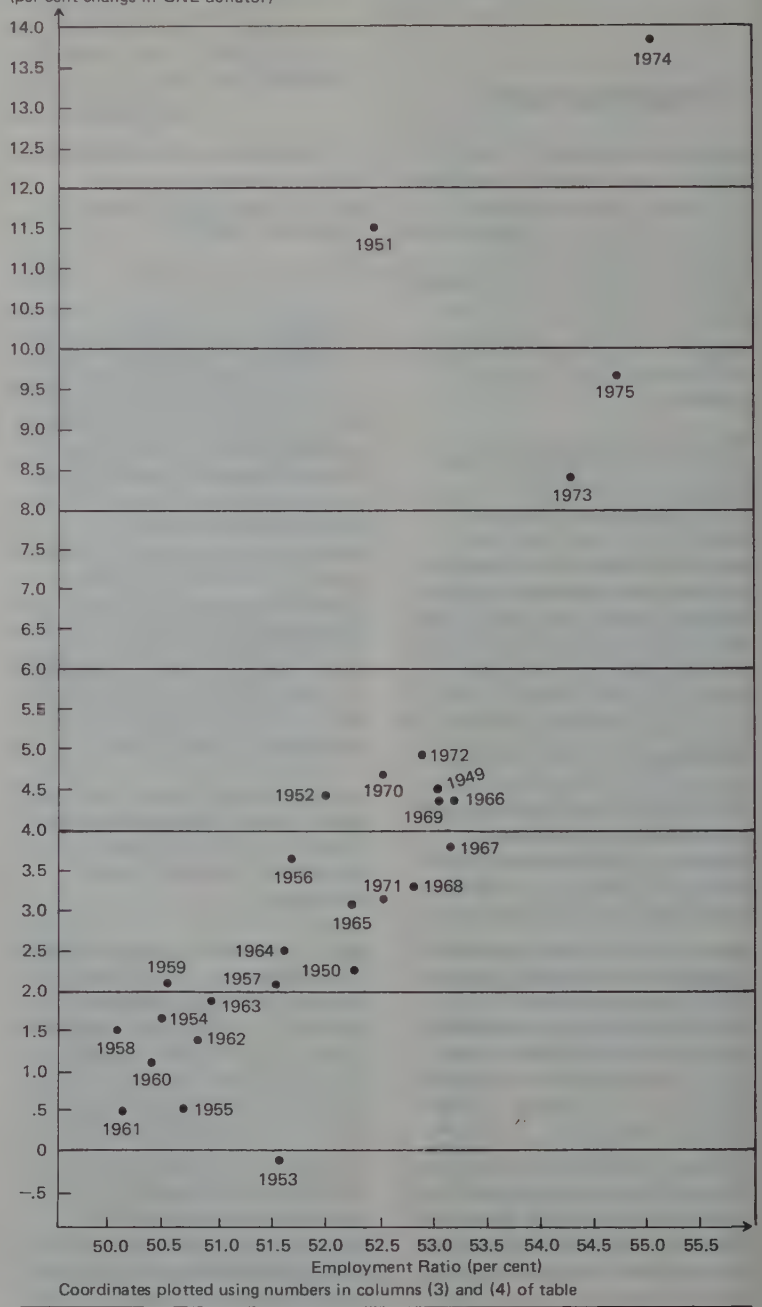
This paper is intended to show that there is indeed some reason to pay attention to the employment ratio as well as the unemployment rate. In particular, there are both empirical and theoretical grounds for arguing that the employment ratio is as good, or better, an indicator of aggregate demand pressure on the economy's resources, and thereby the price level, than is the unemployment rate. It is now well known that the observed (negative) relationship between the inflation rate and the unemployment rate, popularly termed the Phillips curve, has broken down in recent years, with higher levels of both inflation and unemployment experienced in a number of Western nations including Canada.

...the employment ratio may be a better labour market indicator of demand pressure than is the unemployment rate

This had led some economists to argue that structural factors in the labour market have produced a rightward shift in the Phillips curve. Other economists have argued that there is no long-run trade-off between inflation and unemployment, that when expectations catch up with reality the unemployment rate will adjust to a so-called "natural rate" consistent with any rate of inflation.

When the co-ordinates of the inflation rate (measured by the annual rate of change in the Gross National Expenditure [GNE] deflator) and the employment ratio are plotted for the period 1949-75, the relationship between the inflation rate and the

Inflation — Employment Ratio Relation: Canada 1949-75



Coordinates plotted using numbers in columns (3) and (4) of table

Selected Labour Market and Inflation Indicators, Canada 1949-75

Year	(1) Labour Force Participation Rate (LFPR) %	(2) Unemployment Rate (U) %	(3) Employment Ratio ($\hat{E}$) %	(4) Inflation Rate (Annual Rate of Change GNE Deflator) ($\hat{P}$) %	(5) LFPR (54.8)	(6) U (4.9)	(7) $\hat{E}$ (52.1)	(8) $\hat{P}$ (3.9)
					Percentage Point Difference from Mean			
1949	54.5	2.8	53.0	4.3	− .3	−1.8	+ .9	+ .4
1950	53.7	3.6	51.7	2.3	−1.1	−1.0	− .4	−1.6
1951	53.7	2.4	52.4	11.5	−1.1	−2.2	+ .3	+7.6
1952	53.5	2.9	51.9	4.3	−1.3	−1.7	− .2	+ .4
1953	53.1	3.0	51.5	−0.1	−1.7	−1.6	− .6	−4.0
1954	52.9	4.6	50.5	1.6	−1.9	0	−1.6	−2.3
1955	52.9	4.4	50.6	0.6	−1.9	− .2	−1.5	−3.3
1956	53.5	3.4	51.7	3.6	−1.3	−1.2	− .4	− .3
1957	54.0	4.6	51.5	2.1	− .8	0	− .6	−1.8
1958	53.9	7.0	50.1	1.4	− .9	+2.4	−2.0	−2.5
1959	53.8	6.0	50.6	2.1	−1.0	+1.4	−1.5	−1.8
1960	54.2	7.0	50.4	1.2	− .6	+2.4	−1.7	−2.7
1961	54.1	7.1	50.2	0.5	− .7	+2.5	−1.9	−3.4
1962	53.9	5.9	50.7	1.4	− .9	+1.3	−1.4	−2.5
1963	53.8	5.5	50.9	1.9	−1.0	+ .9	−1.2	−2.0
1964	54.1	4.7	51.6	2.5	− .7	+ .1	− .5	−1.4
1965	54.4	3.9	52.3	3.2	− .4	− .7	+ .2	− .7
1966	55.1	3.6	53.1	4.4	+ .3	−1.0	+1.0	+ .4
1967	55.5	4.1	53.2	3.9	+ .7	− .5	+1.1	0
1968	55.5	4.8	52.8	3.3	+ .7	+ .2	+ .7	− .6
1969	55.8	4.7	53.1	4.4	+1.0	+ .1	+1.0	+ .5
1970	55.8	5.9	52.5	4.7	+1.0	+1.3	+ .4	+ .8
1971	56.1	6.4	52.5	3.2	+1.3	+1.8	+ .4	− .7
1972	56.5	6.3	52.9	4.9	+1.7	+1.7	+ .8	+1.0
1973	57.5	5.6	54.3	8.4	+2.7	+1.0	+2.3	−4.5
1974	58.3	5.4	55.2	13.8	+3.5	+ .8	+3.1	+9.9
1975	58.8	7.1	54.7	9.7	+4.0	+2.2	+2.6	+5.8

Sources: *Canadian Statistical Review,* Historical Summary 1970, Stat Can, Cat 11-505 Occ; Department of Finance *Economic Review* April 1976. Means are in parentheses in columns (5) to (8).

employment ratio appears visibly close, with one obvious outlier — 1951. In 1951, Canada's relatively open economy was vulnerable to the world-wide commodity inflation generated by the outbreak of the Korean War. However, correlation is not necessarily an indication of causation. Moreover, the factors influencing the inflation rate are probably too complex to ever be summarized in a single variable such as the employment ratio. Nevertheless, most economists would agree that the degree of aggregate demand pressure in the economy has an important influence on the rate of change of the price level.

There are two interrelated reasons that the employment ratio may be a better labour market indicator of aggregate demand pressure than is the unemployment rate.

The employment ratio is, within limits, independent of changes in the labour force participation rate (LFPR) — the ratio of the labour force (employed plus unemployed persons) to the working age population. The independence makes it possible for *both* the employment ratio and the unemployment rate to rise (fall) if the LFPR rises (falls). This helps to explain why in recent years there could be both relatively high rates of unemployment in Canada and historically high employment ratios.

The response to changes in wages and prices is not necessarily limited to those persons already in the reported labour force. For example, persons who are initially *outside* the "labour force" may respond to rising wages by seeking or taking a job. If the labour force participation rate is responsive to wage levels, then the labour force is an endogenous (that is, dependent) variable where aggregate demand-wage/price relationships are concerned. With a varying LF in its denominator, the unemployment rate becomes a function of the behaviour (wage and price) which the unemployment rate is supposed to explain in the usual Phillips-type relation. This potential feedback or reverse causation between the unemployment rate and the rate of change of wages and prices is an important potential defect of the unemployment rate as an indicator of aggregate demand pressure.

In contrast, the employment ratio is relatively free of the reverse causation problem. The denominator of the employment ratio, the civilian noninstitutional population 14 years of age and over, is much less susceptible to changes in wages and prices than is the size of the LF or LFPR. However, the working age population is not totally independent of wage/price behaviour if immigration is responsive to wage and price change.

There are some potentially interesting implications if the employment ratio is used as an indicator of aggregate demand pressure.

- Economic forecasting models that have relied on some variant of the Phillips curve to predict inflation may markedly improve on their generally dismal performance at inflation forecasting.

- The employment ratio might provide a supplement of job vacancy data as an indicator of the aggregate demand for labour and thereby be used to test hypotheses about the causes of unemployment.

- If high levels of the employment ratio push prices and wages up rapidly, many households may find that their real incomes have not increased or have actually fallen. These households may react to an inflation-induced decline in real income by having an additional member of the household enter the labour force, thereby giving an extra upward push to the labour force growth rate. This raises the question of whether the recent high rates of labour force growth may be partly the result of inflation-generated income effects on household labour supply. If inflation has contributed to the labour force rise, we may have an explanation for simultaneously high rates of inflation and unemployment that is not totally dependent on a theory of "stagflation." In this case, economic policies to expand employment might be seen as partially self-defeating if higher employment ratios result in increasing inflation, which in turn draws more people into the labour force and unemployment. lg

Increased minimum wages don't necessarily mean more unemployment

by Steve Maphangoh

A study by the Canada Department of Manpower and Immigration shows that there is no evidence that a marginal increase in minimum wages has had a significant adverse effect on employment in low-wage labour markets. In some industries, however, especially the general merchandising group, the increase in minimum wages has inexplicably caused a slight increase in unemployment.

The study conducted by the author and published under the title, "A Micro Model of the Potential Impact of Minimum Wages on Employment," reports on an empirical investigation of the potential employment effects produced by minimum-wage policies. It deals specifically with the low-wage retail and personal services sectors of the Canadian economy.

Through the use of statistical techniques, the elasticity of employment and the wage impact elasticity of minimum wages were computed and the employment effect of a 1 per cent increase in the minimum wage was calculated as the product of these two elasticities.

According to our results, a 10 per cent increase in the legal minimum wage would result in a 1.8 per cent decline in employment in the retail and personal services industries. This figure is very small considering the fact that the industries studied constitute only 9 per cent of the total number of persons employed in Canada, but they account for an estimated 82 per cent of low-wage earners as a whole. For the total Canadian economy, this represents an approximate decline in employment of 0.1 of 1 per cent. An increase in real minimum wages therefore would improve the income of the working poor without contributing significantly to unemployment.

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The results also show a substantial positive employment effect caused by increases in sales (the prerequisite for industry growth). Indeed, during periods of growth and periods of economic upswing, the slight adverse effect minimum wages have on employment will be overshadowed by the positive effect generated by increased sales.

The object of the investigation was to shed some light on the important but unresolved question of the benefits minimum wage laws bring to low-wage earners. While a higher minimum wage improves the standard of living of the workers who remain employed, some unemployment accompanies such wage increases. Obviously the social desirability of a legal minimum wage depends crucially on the extent to which labour demand in the covered industries is curtailed by an increase in the minimum. This research represents an initial estimation of this direct employment effect.

A distinction is made between the direct and indirect employment effects. The direct effect does not include the *increase* in employment which most likely follows the redistribution of income in favour of low-wage earners that is initiated by an increase in the legal minimum.

An examination of the direct impact of a wage minimum can be studied in terms of the supply and demand for low-wage labour. Accordingly, a model of the determination of average wages and of employment in the low-wage labour markets for each industry was developed. The basic model isolates two elasticities, one reflects the industry's demand for labour, the other exhibits an aspect of wage determination of low average wages. The first elasticity is called the *elasticity of employment* and the latter is called the *wage impact elasticity of minimum wages*. The employment effect of a 1 per cent increase in the minimum wage is given by the product of these two elasticities. This product is termed the *employment impact elasticity of minimum wages*. This generates a single parameter that is amenable to economic interpretation.

The retail and personal services sectors were selected because statistical data on minimum and low-wage earners in Canada show that such low-wage earners are concentrated chiefly in these industries, and it is these industries for which the data is available.

The traditional "theory of the firm" — where perfect competition is assumed — provided the theoretical underpinnings of this study. The demand for labour is a derived demand, and is a function of the level of demand for a particular industry's output. It is assumed here that output is a product of combining labour and other inputs; and for the food industry and general merchandise stores, output is a function of the level of consumer demand within a particular province under study.

The output of an individual industry is in a majority of cases determined by factors other than income earned within the particular industry and is treated in the study as being exogenous. The demand for labour can therefore be derived by minimizing the cost of producing a given unit of output, under the assumption that all prices are taken as given.

The industry demand for labour is thus a function of: the wage rate in relation to the price of other input services (predominantly aggregate capital), the level of output produced by the industry, and labour productivity or quality. As would be expected, labour demand is a decreasing function of relative wages and an increasing function of output. The industry's labour demand function determines the level of employment in the industry once the relative wage rate is given.

The conventional specification of labour supply posits that the supply of labour increases with higher offered wages. In the low-wage labour market, this specification is apt to be misleading. For one thing, it is thought that wages cannot fall below a certain minimum — a minimum supported by unemployment benefits and welfare payments. Below this minimum, few Canadians would or could work, considering the financial costs attached to working.

An increase in real minimum wages would improve the income of the working poor without contributing significantly to unemployment

On the second count, higher wages in these low-skill industries are unlikely to induce further participation on the part of low-paid workers than can be absorbed at the prevailing wage, over a wide range of labour demand. Increases in labour demand, according to this view, will simply lead to more employment but will scarcely raise the wage rate. In fact, preliminary investigations confirm the view that labour supply in the low-wage sector is close to being perfectly elastic over the range of employment considered.

On the other hand, evidence shows that low wages are responsive to increases won in the manufacturing industries. We can thus specify that wages in the low-wage industries are a positive function of wages in the manufacturing industry. Empirically speaking, what is referred to as the wage is in fact the average of the wage distribution in the industry.

Thus, we may say that the average low wage, (taken as the average of wages within the retail trade and personal service industries) is determined by the average manufacturing wage.

A further factor impinging on labour supply in the low-wage market deserves attention, and this is education. Higher education levels may make low-wage labour less immobile and hence less inclined to accept poor wages and jobs. For this reason, years of education was added as a variable in our specification of wage determination.

Clearly the minimum legal wage does not affect the technical relations underlying the determination of the employment equation, nor does it affect the underlying behaviour that shapes labour supply. It does however exert an influence over the average low-wage (that which is only slightly above or slightly below the legal minimum) since an effective legal minimum produces a compression of the low-wage tail in the wage distribution. The customary view that an increase in the legal minimum wage is fully translated into an equal increase in the low-wage overlooks that the wage data base used in the study consists of *mean wages*.

The output of an individual industry is...determined by factors other than income earned within the particular industry

Only if all low wages are pegged to the minimum wage can this view be valid, since only then will the mean wage rise by the same degree as a rise in the minimum. There is evidence to suggest the mean low-wage responds to the legal minimum by something less than 100 per cent. The foregoing constituted the basis of the model that was estimated in the study.

The policy implications of this study can be summarized as follows:

- The economic position of those workers receiving the minimum wage could be improved by a significant increase in real minimum wages, since the evidence points to no significant unemployment effects that would be caused by such an increase.

- The evidence presented so far, indicates that there is a strong rationale for the policy of increasing the real minimum wage during periods of tight labour markets in order to minimize the slight negative employment effects of minimum wages during periods of economic downswings.

- The proportion of employment accounted for by minimum-wage earners is so small compared to the whole that increases in real minimum wages would have negligible effects not only on the price level but on wage differentials as well.

- There is evidence that minimum wages might have decreased in real terms relative to other wages over time due to inflation. Consequently, any increase in the minimum should be pegged to the Consumer Price Index. lg

A review of major empirical studies of minimum wages

Ever since the classic study of the economics of statutory minimum wages by G.J. Stigler — published in the *American Economic Review,* June 1946 — several attempts have been made to determine the effects of minimum wage increases on either employment or unemployment. Since then, research studies have attempted to determine the impact of minimum-wage policies on either teenage unemployment rates or unemployment in the low-wage sectors of the economy. Most of these studies have generated considerable controversy and have at best yielded inconclusive results.

Recent empirical studies of teenage unemployment by the American economists Lovell, Adie, Kaitz and Moore deserve careful evaluation because they have had a profound, though contradictory impact on minimum-wage policies in both the U.S. and Canada and on empirical minimum-wage research.

Research on manpower problems in the 1960s was aimed at finding out why youth unemployment rates were so high compared to other labour force groups. Considerably less attention was devoted to the effect of minimum wages on the employment of non-teenage labour. Studies dealing with the effects of minimum wages on teenage employment can be divided into two approaches; those that measure the effects on employment levels and those that measure unemployment effects. Adie and Moore found that the teenage groups they examined suffered significant unemployment effects due to an increase in the U.S. minimum wage rate, whereas Kaitz and Lovell found the complete opposite.

Using spectral analysis to bolster his findings, Douglas Adie concludes that the unemployment effect of minimum wages reaches its peak at between 8 and 16 months, but becomes small after 40 months. Summarizing his results, Adie says, "If these results are indicative of the actual state of affairs, the unemployment effects associated with increases in the minimum wage are substantial, and are felt in their maximum impact after only a relatively short period of time.

Most...studies have generated considerable controversy and have at best yielded inconclusive results

"This suggests that minimum-wage policy should try to ameliorate rather than exacerbate this condition by lowering rather than raising minimum wages for teenagers." The basic flaw in the Adie study — published in Industrial Relations Research Association Proceedings, Dec. '71 — is the use of the manufacturing sector as an indication of demand for teenage labour. He uses as one of his measures the industrial production index. Teenagers, however, are concentrated mainly in the service, wholesale and retail sectors of the economy.

The Thomas Moore study is not very different from that of Adie in concept, though Adie notes that Moore incorrectly specifies his real

minimum wage variable. The model developed by Moore — in the *Journal of Political Economy*, July-Aug. '71 — specifies the unemployment rates of four classifications of teenagers and the unemployment rate of males 20-25 years of age as a function of overall labour market conditions, the minimum wage as a proportion of average hourly earnings of non-farm workers, and the coverage of the minimum wage.

Moore concludes that the unemployment effects of the minimum wage are substantial, that an increase in their minimum wage to $2 would ultimately cause the teenage unemployment rate to double, and that making coverage universal would add an additional 9.7 per cent to the teenage unemployment rate.

It is interesting to note that a similar U.S. Bureau of Labor Statistics study — published in *B.L.S. Bulletin 1657*, 1970 — concluded that, "...the most important factor explaining changes in teenage employment and unemployment has been general business conditions as measured by the adult unemployment rate..." Michael Lovell, while trying to sift through these two similar studies to determine differences, discovered that although they were using similar data, one used monthly data whereas the other used quarterly data. The differences then were not only on the time subscript — monthly versus quarterly data — but were also at different data bases, and whereas gender and race variables were used in one study they were not used in the other.

Lovell therefore re-ran the same data, reconciling them where possible. He concluded in his study — published in the *Western Economics Journal*, Dec. '72 — that

Most Canadian studies... have detected no significant unemployment effects of an increase in statutory minimum-wage rates

no unemployment effects could be detected. Lovell also tested and compared the Moore results to those of H.B. Kaitz and after repeated experimentation found that the crucial differences between the two studies involved the inclusion or exclusion of controls for teenage population growth.

When teenage population growth was not controlled for in Moore's study, significant unemployment effects were detected, while if controlled for, as in Kaitz's study — published in U.S. *Bureau of Labor Statistics Bulletin 1957*, 1970 — the unemployment effects disappear. However, Adie and Gallaway — in the *Western Economic Journal*, Dec. '73 — argue about the merit of including this population growth variable. According to Adie and Gallaway, economic theory suggests that the chronological relation between population growth and unemployment would not exist if minimum wages were not in existence, since population growth shifts out the supply curve of youth labour; and in the absence of a statutory minimum wage, wages would adjust downwards to clear the market so that no extra unemployment would be observed.

In terms of pure 19th century marginal analysis and in the context of perfect competition and perfect information, this argument is theoretically plausible. Keynes, however, in his classic *General Theory* has shown that wages are downward-sticky; therefore it is possible to have population growth affecting unemployment even though minimum wages might not be in existence. Wage stickiness, even without minimum wages, would, with continued teenage population growth cause unemployment among young people since it would take some time for wage adjustments to take place. All the above models do not take account of wage adjustments over time.

The American studies reviewed above have one major flaw — the use of the manufacturing sector as an indicator of demand for teenage labour. Professor Tolles of Cornell University put it more characteristically when he said, "this most statistically minded of nations has really learned very little from its minimum wage experience." He was referring to the improper use of statistical techniques in minimum-wage studies. For instance a study by Finish Welch — published in

Predictions based on a competitive model of wage determination are not only inconclusive but misleading

Economic Enquiry, Sept. '74 — estimated that 33.5 per cent of teenagers were employed in retail trade, 15.7 per cent in wholesale trade, and 30.8 per cent in selected services. This would contradict the use of the manufacturing sector as an indicator of teenage-labour demand. Since the service sector includes a larger proportion of teenagers, a measure of demand by service industries is more

appropriate than the use of an industrial output measure as in the studies by Adie et al.

Also, the use of a productivity index raises certain questions since industries employing the greatest teenage proportions in their work force are also industries with the lowest average adult wage rates, so that in these industries, the productivity distinction between teenagers and adults is less important.

The Canada Manpower study is different from the above-reviewed works in that it does not look at the effects of minimum wages on a particular age and sex group, but studies the effects of minimum wages on minimum and low-wage earners as a group. Canadian low-wage statistics indicate that a major proportion (about 82 per cent) of minimum and low-wage earners are concentrated in the retail and personal services sectors. It is more relevant then to focus minimum and low-wage studies on these two sectors of the Canadian economy.

Most Canadian studies of the effects of minimum wages have detected no significant unemployment effects of an increase in statutory minimum-wage rates. The majority of these studies have relied on the direct questionnaire approach to elicit information from employers about the impact of either provincial or federal minimum wages.

The main objective of a study of minimum wages by the B.C. Department of Labour (1973) was to determine, through direct employer questionnaires, the impact of an increase in the statutory minimum wage from $1.50 to $2 an hour. The survey was carried out on a sample of 1,029 firms in 17 selected low-wage industries and it was found that as a direct result of the 50-cent raise in the minimum, only 5.2 per cent of the firms surveyed laid off employees. Approximately 7.6 per cent of those employees requiring wage adjustments (1 per cent of total survey employment) lost their jobs. The survey indicates that half the jobs lost were either casual or part-time.

The surveyed firms claimed to have hired 154 employees as a direct result of the newly-introduced lower minimum wage for workers under 18. We do not know whether this was purely by the substitution of employees at the new higher minimum by the lower-paid employees under 18. The survey also indicated that employers adjusted to the higher minimum rates by increasing prices, reducing profit levels and improving productivity.

Research on manpower problems in the 1960s was aimed at finding out why youth employment rates were so high

The B.C. study has some shortcomings and cannot be analysed independently of other statistical evidence. As a starter, the study does not present the rationale for the specific values of $1.50 and $2 as a statutory minimum. The study sheds no light on what the optimal minimum wage should be. The study tells us that 364 employees were laid off and gives no information as to what happened to these employees.

Over the time interval of the study, several things are likely to have happened to the business establishments surveyed. Technological change or foreign competition may have reduced employment in one or other of the industries. Consumer demand for the firms' products may have had an upward or downward trend, or the business cycle may have caused a temporary expansion (contraction) in the firms' employment.

There is no evidence that the results indicate changes in employment that would not have occurred anyway without the increase in the minimum wage. Because the survey is limited to relatively short-term effects, other evidence and pertinent information, like shifts in production among businesses that might have occurred, are not provided. Specifically, the question here is how does one allocate changes in employment, wages, and hiring practices due to an increase in minimum wages, independently of normal turnover in the industries concerned or a change in the demand for their products.?

Such problems are present in the B.C. study because the information on which the results are based is derived from the employers themselves, those with specific motives and interests behind their responses to the questionnaire. In fact, even if those employers could be objective, it remains to be established whether they can isolate, in their decision making, the direct impact of the change in the minimum-wage rate.

A more rigorous statistical scrutiny of the B.C. results leads to inconclusive observations. Predictions based on a competitive model of wage determination are not only inconclusive but misleading, since an increase in the price of one input while holding the prices of other factors of production constant, provides stimuli for factor substitution.

Another serious problem is one of the timing of the survey. For instance, how do increases or declines in employment reflect secular trends as opposed to negative employment effects? This brings about the problem of seasonality. The questionnaire in the B.C. study does not elicit any information on seasonality from the employer. However, in a not-too-successful search for independent data on fluctuations in employment caused by seasonal variations, we found no evidence that seasonality could have altered the figures one way or the other.

The B.C. results indicate a general improvement in the position of low-wage earners. No evidence is given as to the relative position of minimum-wage earners vis-à-vis other workers. If one of the main objectives of minimum-wage legislation is to redistribute income and eradicate poverty, some form of indexing should be established.

In conclusion, the B.C. study regardless of its shortcomings, some of which have been noted above, is certainly invaluable. It is one of the most informative studies on the subject of minimum wages, and it presents, together with most of the other studies, the danger of basing policy-making on the employers' own account and opinions. On the other hand, its particular "direct" format yields a wealth of original information on the employers' attitudes, information which supports our department's position.

The Canada Manpower study...studies the effects of minimum wages on minimum- and low-wage earners as a group

In other studies, carried out in Ontario (1969-70) and Manitoba (1972), very little impact was detected due to an increase in minimum wages in these provinces. The Manitoba study was based on a survey of 415 employers. Very little or no unemployment effects were found. Job losses due to the minimum wage accounted for less than one half of one per cent of employment. Fifteen per cent of the firms surveyed adjusted to the minimum rate increase by decreasing profit levels while another 15 per cent passed on the cost to consumers in the form of increased product prices.

The Ontario study, carried over a period of one year, had mixed results. Three months after the introduction of the new minimum, 25 workers lost their jobs. Over the entire year the total loss of jobs was estimated at 10 per cent. Independent employment data, however, did indicate a general fall in employment levels across the province. It was difficult therefore to determine exactly whether the 10 per cent drop in employment was a result of an increase in minimum wages or a cyclical downturn in business conditions. lg

The fair pay indicator

by Robert Nielsen

Everybody is in favour of fair pay for all. But what's fair?

It's amazing how little effort has been made to answer that question in any defensible way, either for particular jobs or for the multitude of occupations in the economy.

Business thinking on the subject is still about where it was when Adam Smith published *The Wealth of Nations* 200 years ago. The typical businessman's idea of a fair wage is the going rate for the locality — and less if he can get away with it, especially if the employee is a woman.

Labour's approach is more modern, but footless. It consists almost entirely of comparison, emulation, catch-up — with no attempt to determine whether the rate being caught up to has any basis in justice. Who can say if the mine-workers' matching the steelworkers' 15 per cent gain is fair? There's no calculable standard of fair wages in either industry — just two pay structures jerry-built over the years by the unions' taking as much as they could get and the companies' granting no more than they thought prudent.

Business and labour often collaborate, especially on hourly rated jobs in what seems an obvious unfairness: A fixed rate for a particular job, regardless of the diligence or laziness, efficiency or sloppiness, of the person doing it.

Another common inequity, difficult to correct, relates to the size of companies. Employees of big firms often earn more than employees of small ones in the same business, even though they may not work any harder or better.

Robert Nielsen is a reporter for The Toronto Star.

Yet however difficult, fairness that can be seen to be fair is highly desirable, for individual satisfaction and for social peace. But it has to be pursued with some intelligence and care.

In Britain a very genuine, widespread desire for "fair shares" has helped lead the country to the edge of ruin. Lacking any sound criteria of fairness, the British engaged in a haphazard, messy movement toward equality in income — and they did so without the slightest regard for their economy's ability to pay the total bill.

There's nothing fair about equality of income for all. It's exactly as unfair to pay two persons the same for unequal work as it is to pay two persons unequally for doing the same quantity and quality of work.

If the labour movement had a sense of both logic and fairness, it would make "unequal pay for unequal work" as much of a shibboleth as equal pay for equal work.

Has that preamble persuaded you that a formula for calculating fair earnings would fill a long felt need? If not, think of all those plaintive *Star* editorials calling for a national consensus on how to distribute income after controls are lifted — but omitting any hint of a process or system on which a consensus might be reached.

The stage is set — a trumpet fanfare please — for the introduction of the Nielsen Fair Pay Indicator, shown below.

The Fair Pay Indicator may bear about as much resemblance to some refined incomes policy of the future as the biplane the Wright brothers flew at Kitty Hawk in 1903 now bears to a Boeing 747. Still, if it flies for 59 seconds — which was the best Wilbur and Orville managed on their first day — it may stimulate others to build a better model.

The indicator deliberately omits income from investments and capital gains, on the ground that saving, risk-taking and enterprise must be encouraged in a predominantly privately owned economy. Also outside the indicated limits would be hourly rated overtime pay and piecework income (payment according to units produced). Canada should try to avoid any incomes policy that discourages extra production.

The indicator tries to include those factors which nearly everyone recognizes as being worth recompense. For instance, a trucker's helper knows why the driver is being paid more than he is — because of his responsibility for a fairly expensive machine. Hence the driver comes in for an increment, perhaps $1,000 or more, under 2nd level responsibility in the table.

To see how the indicator might be used, let's continue with the truck driver. He starts with the $5,000 that every employed person gets, plus let's say $1,000 for 2nd level responsibility; $2,500 for seniority (10 years with the firm); $1,000 for experience; $1,500 for education

(some high school); $1,500 for merit (he's very reliable and productive). Total, $12,500 a year, not counting any overtime or shift premium pay he may earn.

The question of correct gradings of employees within the various income criteria should provide plenty of stuff for labour-management negotiation, and probably arbitration as well. For instance, the skill of a high-speed typist though impressive, is hardly on the same level as that of an eye or brain surgeon. If the surgeon's skill gets him the maximum $5,000 increment, what should the typist get — $1,000, $1,500, $2,000?

Settlements of disputes over such questions should establish case law which will firmly and universally lay down how many grades of skill should be credited to the typist and to other skilled workers.

Similarly, in the special responsibility category, a precedent-setting case might determine how much a bus driver's responsibility for people's lives is worth, compared to a doctor's.

In assigning a maximum value of $5,000 to each criterion (except final responsibility), the scale is obviously guided more by simplicity than by researched comparisons.

Perhaps 20 years seniority in a routine job isn't worth as much as the innovative talent of a researcher who designed an engine improvement that will save a railway company millions of dollars a year from now until kingdom come.

But seniority must have some economic value, since most employers, desiring a stable work force, encourage reliable employees to stay on and on. And the truth as matters stand, is that the successful inventor, in most cases, won't even get $5,000 a year extra if his invention was made on company premises and in company time.

Any society considering this design for an incomes policy should delve deeply into business and industry — at the shop-floor level as well as the executive suite — to weight properly the various criteria.

Under "adverse conditions," underground miners come immediately to mind as deserving the full $5,000 increment. Construction workers and plumbers might qualify for about $2,500 each. Air-conditioned office workers, zilch.

The $5,000 minimum income in the table, is close to a year's pay at the current Ontario hourly minimum wage. The maximum salary of $50,000 is less than half the salary and bonuses being paid to some big-company presidents.

So this system would reduce the top-to-bottom ratio from over 20 to exactly 10 to 1 before taxes. After taxes, it would be about 7 to 1.

If that still seems too big a difference, think of a 16-year-old school drop-out on his first job, barely literate and not keen to work up a sweat. Many employers have encountered his like. He may have hidden potential which will blossom in a few years, but right now he's overpaid at the minimum wage.

Then think of Peter Gordon, president of the Steel Company of Canada, who has spent 30 years learning every phase and detail of that $1.2 billion a year business, and who has millions of dollars and thousands of jobs riding on the quality of his judgment every year.

Now, from a straight value-for-work standpoint will you insist that Gordon should get less than seven times as much as that drop-out? lg

FAIR PAY INDICATOR

Income Criteria	Explanation	Grades (worth) $500 ea.)	Maximum Increments	Income*
RESPONSIBILITY 1st level	Just the responsibility that goes with any job — for doing assigned duties		$5,000	The range is from a low of $5,000 for an illiterate, unskilled person on his or her first job, to a high of $50,000 for a company president who gets maximum increments for seniority, education, experience, merit, creativity and on-call hours An in-between example is a good secretary who might earn $14,000 made up as follows: $5,000 for 1st level responsibility; $2,500 for seniority (10 years); $2,500 for education (some university); and $1,000 each for skill (typing), experience hours and merit.
RESPONSIBILITY 2nd level	Responsibility for material — for machines, equipment, buildings, etc.	10	$5,000	
RESPONSIBILITY 3rd level	Responsibility for directing people, managerial work	10	$5,000	
RESPONSIBILITY 4th level	Final responsibility for results like that of a company president or the minister of a government department		$15,000**	
RESPONSIBILITY (special)	Responsibility for people's lives, health or safety	10	$5,000	
SENIORITY	Length of time with same employer; no credit beyond 20 years.	10	$5,000	
SKILL	Measurable or certifiable skill like that of a machinist or typist; also gradeable proficiency in mental skills such as those of air traffic controllers	10	$5,000	
EXPERIENCE	Any past work experience that relates usefully to current job	10	$5,000	
EDUCATION	Evaluated in 10 steps beginning with literacy and ending with Ph.D. or completion of professional education	10	$5,000	
ADVERSE CONDITIONS	Work that is dangerous, physically dirty or uncomfortable, or exceptionally onerous.	10	$5,000	
MERIT	Reward for high productivity or quality of work, co-operativeness, reliability and the like	10	$5,000	
CREATIVITY ORIGINALITY	Reward for work that requires imagination, for ability to innovate or produce workable ideas	10	$5,000	
HOURS	Compensation for jobs that interfere with private life, by keeping holder on call beyond office hours	10	$5,000	

*Incomes calculated from the table would be subject to increases up to a maximum of 25 per cent for certain purposes: To allow for different employers' differing abilities to pay; at higher executive levels, to reward the larger responsibilities in big companies over smaller ones; to take account of regional disparities in living costs or standards; and to enable employers to bid for the persons they want.

**This $15,000 increment for company or institution heads in effect includes within it the $5,000 increments for each of the two previous levels, plus $5,000 for final responsibility. On top of the $5,000 that every employed person receives, it would assure such executives a base pay of $20,000 before taking account of any other criteria they might meet.

Labour legislation in Canada, 1975

Part 5 — Workers' Compensation

by Michel Gauvin

In 1975, most provinces made changes in their workers' compensation legislation and a new Act was passed in **Quebec** to provide indemnities for victims of asbestosis and silicosis in mines and quarries.

Coverage

An amendment to the **Alberta** legislation gives the Workers' Compensation Board the power to extend the application of the **Workers' Compensation Act** to temporary employment in times of disaster or emergency, whether or not remuneration is paid for such employment. It also permits the application of the Act to volunteer employment. Effective January 1, 1976, regulations provide for the inclusion under the Act of many industries which were not covered unless the work in which they were engaged was carried out as part of an industry within the scope of the Act, or unless an application had been approved by the board. The regulations provide for other inclusions in the next few years.

The **British Columbia Workers' Compensation Amendment Act, 1975,** assented to June 26, 1975, authorizes the lieutenant-governor in council to make regulations extending workers' benefits to commercial fishermen. Such regulations extending the compulsory coverage came into force January 1, 1976.

In **Newfoundland**, the **Workmen's Compensation Act** now provides automatic coverage for employers in the pulpwood logging industry.

Michel Gauvin is an officer with Labour Canada's legislative research unit.

Under the **Ontario Workmen's Compensation Act**, coverage has been extended to auxiliary members of police forces and to persons who assist in search and rescue operations at the request of, and under the direction of, a member of the Ontario Provincial Police.

Earnings Ceiling

In **Alberta**, the earnings ceiling was increased from $10,000 to $13,000 a year for a disability occurring on or after April 1, 1975.

Effective July 1, 1975 **Ontario** raised the maximum insurable earnings from $12,000 to $15,000 per annum.

In **British Columbia**, the maximum wage rate has been set at $13,600 for 1976.

Effective January 1, 1976, the earnings ceiling has been fixed at $13,500 in **Quebec**, $10,500 in **Newfoundland**, $9,000 in **Prince Edward Island** and $12,000 in **Nova Scotia** and the **Yukon Territory.**

Benefits to dependants

In the case of a death that occurred before January 1, 1974, a dependent widow or widower in **Alberta**, now receives a pension of $290 a month and a monthly allowance of $80 for each eligible dependent child. If the death occurred on or after January 1, 1974 but prior to April 1, 1975, the dependent spouse receives the same pension the deceased worker would have received had the accident resulted in permanent total disability (75 per cent of actual earnings up to a maximum of $10,000). These pensions have been increased by a factor of 11 per cent with a minimum of $365 monthly.

If the fatal accident or disease occurred on or after April 1, 1975, the pension of the dependent spouse is based on the deceased worker's earnings with a maximum payable of $812.50 monthly and a minimum of $365 monthly.

Effective April 1, 1975, foster-parents caring for an entire family of children receive $290 a month plus $80 a month for each dependent child. When arrangements for more than one foster parent are necessary, each receives $80 a month for each dependent child in addition to a share of the $290 monthly payment in proportion to the number of children cared for.

Upon remarriage on or after April 1, 1975, a dependent widow or widower is granted a lump sum of $3,480 and the pension is discontinued except for payments in respect of a dependent child.

In **British Columbia**, an amendment to the **Workers' Compensation Act**

brought increases to dependants' pensions in cases where a worker's death occurred before July 1, 1974 and where no provision had been made prior to that date for increases according to the Consumer Price Index. The periodical payments were adjusted as of August 1, 1975 at a rate equivalent to the increases (according to the Consumer Price Index) that were applicable between January 1, 1966 and July 1, 1974.

In **Newfoundland**, effective July 20, 1975, the lump sum to which a widow or invalid widower is entitled in case of a worker's death has been increased from $300 to $500. When such widow or invalid widower is a dependant, he/she receives a monthly pension of $225 compared to $150 previously; additional payments are made in respect of children.

Dependant's pensions, in **Ontario**, have been escalated by 10 per cent, effective July 1, 1975. A dependent widow or widower now receives $286 per month; a dependent child's pension is $77 a month or $88 a month if he/she is an orphan.

The burial allowance and the initial lump sum payable to a widow or widower for incidental expenses have been increased from $500 to $600.

Disability benefits

During the past year, **Quebec** passed **Bill 52** which was assented to June 27, 1975. The Bill establishes a special scheme to indemnify victims of asbestosis and silicosis in the mining and quarrying industries. This scheme is administered by the Workmen's Compensation Commission.

A worker suffering from permanent disability resulting from silicosis or asbestosis medically established by a positive diagnosis is entitled to a fixed indemnity ranging upward to $30,000 depending on the age and the degree of disability. In addition, a worker who ceases to be employed by reason of such permanent disability is entitled to a complementary indemnity equivalent to 90 per cent of his disposable net income. However if the permanent disability was established before June 27, 1975, the worker who ceases to be employed by reason of such disability is not entitled to the fixed indemnity. As regards the complementary indemnity, the gross annual income of the worker cannot exceed the maximum pensionable earnings in the province of Quebec.

In the case of an aggravation, subsequent to June 27, 1975, of a permanent disability caused by asbestosis or silicosis for which a pension has already been granted, the worker is entitled to the fixed indemnity for such aggravation and where it applies, to the complementary indemnity.

The right to the complementary indemnity may be refused, discontinued or suspended when, without valid reason, a worker acts as follows:

1. refuses new employment offered by the Commission;
2. leaves such employment although he could continue to hold it;
3. refuses or neglects to avail himself of the training, rehabilitation or treatment measures available to him;
4. refuses or neglects to avail himself of benefits to which he is entitled by virtue of any agreement or any other act; or
5. refuses or neglects to furnish the information required for the application of the Act.

Provision is made in the Act for the reduction of the complementary indemnity when the worker obtains new employment.

Every sum paid the worker under a collective agreement or under another act of Quebec or Canada by reason of the cessation of the employment of such worker, must be deducted from the complementary indemnity. All pensions for permanent disability, whatever the cause, granted before June 27, 1975, and those not caused by asbestosis or silicosis granted after that date, also must be deducted.

The indemnities provided for in the Act are upgraded each year in accordance with the increase in the cost of living.

Any decision of a medical nature or a decision relating to the right to receive the complementary indemnity may, within 90 days of notification of the decision, be appealed to a council of arbitration.

The minimum compensation for permanent total disability in **Ontario** was raised to $400 a month from $260 a month with proportionate increases in the minimum for permanent partial disability. The minimum for temporary total disability was raised from $55 a week to $90 a week (or earnings, if less); for temporary partial disability, the minimum is a proportionate amount in accordance with the impairment of earning capacity.

Effective July 1, 1975, disability pensions awarded prior to 1975 have been escalated by a factor of 10 per cent in respect of the year 1974.

A specific provision has also been made in the Workmen's Compensation Act, for supplementary permanent disability awards for those workers whose actual impairment of earning capacity is significantly greater than that recognized

by the schedule of percentages of impairment of earning capacity.

In the case of an accident that occurred in **Alberta** on or after April 1, 1975, the minimum pension for permanent total disability is now $365 a month. A proportionate pension is paid for permanent partial disability.

In **British Columbia**, a new clause in the Workers' Compensation Act authorizes the board to review compensation benefits for a worker in some cases where, after 10 years, he still suffers from a compensable disability and a permanent disability award was previously made. The award must have been based on a disability of at least 12 per cent of total, or the case must be of a kind where a projected loss of earnings method is used in calculating compensation.

The board will, upon application by a worker under this provision of the Act, review compensation benefits to determine whether they are adequate. Compensation equal to 75 per cent of the projected loss of earnings or loss of retirement income resulting from the disability is to be considered adequate. The board has issued regulations prescribing the cases to which the provision applies.

Also in British Columbia, all workers who have suffered industrial noise-induced hearing loss beyond a minimum level set out in a schedule of the Act are now eligible to apply for compensation.

The minimum weekly payment for an injury causing temporary total disability in **Newfoundland** has been increased from $45 to $69.23 or the worker's earnings, if less. For permanent total disability the minimum has been set at $300 a month ($250 previously). This became effective July 20, 1975.

Compensable diseases

The **British Columbia Workers' Compensation Board** has added two diseases to the list of compensable industrial diseases included in the Workers' Compensation Act.

A worker employed in any industry or process where there is exposure to airborne asbestos fibres and who suffers from carcinoma of the lung (when associated with asbestosis) or from mesothelioma (pleural or peritoneal) is entitled to compensation unless it is proved that the disease was not due to the nature of the employment.

Workmen's Compensation Appeal Board

An act to amend the **Nova Scotia Workmen's Compensation Act** was assented to March 27, 1975, and provides for the establishment of a Workmen's Compensation Appeal Board.

The board consists of at least three members, but not exceeding five, appointed by the governor in council. One member must be designated as chairman and an assistant chairman may also be named.

Each member of the appeal board holds office for such period of time as is determined by the governor in council who may remove for cause any such member at any time prior to the expiry of his term of appointment. Re-appointment is possible upon the expiry of the term of office.

Three members of the appeal board constitute a quorum and the decision on any appeal is the one of the majority.

A person aggrieved by a decision of the Workmen's Compensation Board may appeal to the appeal board on the following grounds:

1. the medical opinion upon which compensation was given or refused was erroneous or incomplete; or
2. a greater functional disability exists than that found by the Board; or
3. a continuance of compensation beyond the period allowed by the board is required.

A party wishing to appeal a decision of the Workmen's Compensation Board must serve a written notice of appeal upon the board, the appeal board and any other parties interested in the decision. This must be done within 90 days from the day the board's decision was communicated to the person appealing, or within such future time as the appeal board may allow, not exceeding 90 days from the date such extension is given.

Except as provided in the Act, a decision of the appeal board is final and binding. However, it may be rescinded or amended where new facts are presented as evidence.

Where it makes a determination as to the entitlement of compensation of an appellant, the appeal board must advise the appellant, the employer and the board within 30 days of the particulars of its determination, and must provide a summary of its reasons including medical reasons, for its decision, upon request.

Penalties

New provisions have been made in **Ontario**, for penalties to be imposed on employers who fail to report accidents or claims promptly. The penalties which apply equally to employers liable to contribute to the accident fund and to those individually liable to pay compensation and medical aid, have been set by regulation. lg

forum

FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

Comments on Goldenberg article

Senator Carl Goldenberg's excellent analysis of labour and management's basic common interest in maintaining the overall health of the economy [LG, May '76] '76] omits a vital "public interest" in dealing with collective bargaining in the public sector. It is an omission which — I agree with Barnes and Kelly [LG, May '76] — has also clouded the potential effectiveness of both the Finkelman Report on Public Service Bargaining and a follow-up report by the joint Senate-Commons committee.

The Goldenberg article identifies only health, safety, and security as the areas where the "public interest" must prevail over collective bargaining rights in the public sector by means of laws which maintain certain essential services during any strike. The Senator adds, however, that government has now "gone beyond dispute settlement to limit the freedom of both public and private parties to bargain collectively on wages" on the basis of national interest — namely high inflation.

Neglected, however, is the "public interest" inherent in the amount of overall income received by public service employees. In its Third Annual Review, The Economic Council of Canada showed that "constraints" which in the long run, limit private sector bargaining such as the necessity for a private company to meet competitive costs, coupled with its ability to go out of business, do not similarly "constrain" governments nor indeed other important public services. Considering also, a government's ability to "print" money, the Council urged that all governments and their employee unions add the "constraints" of the private sector by negotiating public service incomes on the basis of what the average "good employer" of the private sector has negotiated.

In simple terms, to pay a public service employee significantly more than he or she could earn working with a "good employer" in the private sector is to place a socially unjust additional tax on private sector employees doing similar work. Alternately, to pay less to the public employee than their equivalent in private industry, is equally unjust. Fair competition between public and private sectors for available "good" employees is also essential and part of the "public interest."

Accepting such "fair comparability" has led to workable and peaceful resolution of public service collective bargaining, not only in Great Britain since the mid-1950s, but in West Germany, Sweden, Holland, and, for the past five years, Prince Edward Island.

G.K. Cowan
Vice-chairman, P.E.I. Institute of Industrial Relations
Charlottetown, P.E.I.

Reaction to Finn's views on wage curbs

In the February, 1976 issue of *The Labour Gazette*, a story by Ed Finn quotes "Why unions oppose mandatory wage curbs."

In that article the point is made that if a worker is held to a 10 per cent raise and the inflation rate remains at 10 per cent, he might have only 6 or 7 per cent left after deductions. This view has been seen in print in a number of situations and I am surprised to see it unrefuted by a capable writer such as Mr. Finn.

The fallacy is obviously in the failure to recognize that the worker had deductions from his pay and paid taxes in the previous year as well as in the current year and in fact a 10 per cent raise this year concurrent with a 10 per cent rate of inflation, would very nearly keep a worker in the same position. The only difficulty occuring is if the 10 per cent increase did in fact place him in a higher tax bracket. I submit that even if this occurs, the short fall would only be marginal, not in the order of 3 to 4 per cent as indicated in your article.

E.Y. Mitterndorfer
Vancouver, B.C.

Books

MINERS AND STEELWORKERS: LABOUR IN CAPE BRETON

by **Paul MacEwan**, Toronto, Samuel, Stevens, and Hakkert, 1976, 400 pp. ($12.50)

A monumental piece of work, MacEwan's book surveys the labour history of the steel and coal industries in eastern Nova Scotia and the political forms worker protest took over the period 1879 to the present. A book which needed to be written years ago, MacEwan's work should be read not only by Cape Bretoners but by all Canadians wanting to understand the political and industrial history of this century.

Though the author writes with an underlying passion, the book is noteworthy for its balanced restraint. The facts are presented by themselves, and MacEwan is usually content to let them make their own impression. Only in the concluding chapters does he allow his political partisanship to come to the surface, and since he does so openly, it is a refreshing change from the usual biases passed off as impartiality.

The book tells of the insults, injustices, and incredible incompetence under which the Cape Breton labour force has struggled since before the turn of the century. On five occasions the armed forces were used against them — in 1883, 1904, 1922, 1923, and 1925.

The British Empire Steel Corporation, third-largest employer of wage earners in Canada, posted a one-third wage cut early in 1922, and more than 15 years of struggle elapsed before the 1921 rates were again equalled. While the workers were under attack from absentee ownership, they faced simultaneous attack from the American leaders of their own union. Any time more than three or four miners got together, a cry of Bolshevism rent the air. The mine owners rushed to the government who hastened to send in infantry, cavalry, and artillery to protect mines and mine property.

Three themes are interwoven in the book — the history of the miners' unions (chiefly the United Mine Workers of America, District 26), the history of the United Steelworkers of America in Nova Scotia, and the rise of the CCF and New Democratic parties. The latter was first organized in Nova Scotia in 1938, when a District 26 UMW convention passed a motion to establish the Co-operative Commonwealth Federation in Nova Scotia as the miners' political wing. Several other unions, chiefly the Steelworkers, joined in the venture, which subsequently elected three MLAs to the provincial Assembly and the late Clarie Gillis as federal MP for Cape Breton South, Gillis, the first coal miner ever elected to Parliament, served from 1940 to 1957.

The Nova Scotia wing of the CCF-NDP was isolated from the mainstream of the party in Ontario and the West and has a character entirely different from that of the other provincial sections. Internal conflicts tended to be along class and geographical lines, with Cape Breton labour versus Halifax academics providing a number of prolonged and bitter feuds. Only in Cape Breton did the party ever succeed in electing members, and those elected invariably had strong roots in the steel and coal work force.

The pioneer struggles to organize both steel and coal workers are traced, struggles which took place under incredibly difficult conditions. The workers often fought among themselves. In 1923, the coal miners called a political strike after mounted police smashed into a crowd of steel workers at Whitney Pier. John L. Lewis, international president of the UMW, deposed the elected officers of the Nova Scotia district and appointed his own nominees in their place. These then led the miners back to work, abandoning the steel workers to their fate. The steel union was smashed and did not revive until 1936.

Lewis and his American union, BESCO and DOSCO and their owners all remain shadowy figures in a book which concentrates on Cape Breton and Cape Bretoners.

A core theme in the book is the life and times of James B. McLachlan, redoubted radical Canadian labour leader who was effective leader of the Cape Breton miners from 1907 to 1937. Throughout his stormy career, McLachlan was deposed from union office by John L. Lewis, sentenced to two years in Dorchester Penitentiary for seditious libel — the only Nova Scotian other than Joseph Howe to ever stand trial on such a charge — and re-elected time after time to the post of secretary-treasurer in District 26. From this post, McLachlan dominated successive presidents and executives running on the McLachlan "slate." McLachlan's fiery and hyperactive pen, meanwhile, was responsible for a torrent of pamphlets and weekly newspapers — the *Maritime Labour Herald*, the *Nova Scotia Miner*— and while his activities were greatly resented and bitterly opposed by both BESCO and right-wingers within the union, McLachlan's efforts left an indelible imprint which remains to this day.

—Martin Dolan

Martin Dolan is research assistant to Jeremy Akerman, MLA for Cape Breton East.

Fifty Years Ago

The mortality rate among wage-earners was far higher in the first six months of 1926 than in any year since 1920, according to the *Statistical Bulletin* issued by the Metropolitan Life Insurance Company. In 1911, the company began to keep records of fatalities among wage-earners in Canada and the United States. Increased mortality during the first six months of 1926 was due mainly to the prevalence of influenza and pneumonia. Besides higher rates for influenza and pneumonia, increases were recorded for measles, organic heart disease, chronic nephritis, and cerebral hemorrhage. These increases more than counter-balanced the improvement in the record of diphtheria, tuberculosis, diarrhoeal diseases, puerperal conditions, and accidents.

The Ford Motor Company, in 1924, began to experiment with a five-day work week and, according to an announcement in September 1926, the company **adopted the five-day week** as a permanent policy for its employees. "Such workmen as seem to deserve it will receive as much for the five-day week as they had been getting for six days, but this will depend solely on merit," the announcement said. Another feature of the policy was that eight hours would constitute a day's work and there would be no extra labour classified as overtime. The "Saturday feature" did not apply to the railroad owned by the Ford Company or to certain other continuous work, but this affected only a small percentage of the total number of men employed by the company. For the past four years, 100,000 Ford employees had been working an average of five days each week and were paid accordingly. This experience showed that the new plan could be financially successful to both the employer and employee.

At the beginning of September 1926, **the cost per week of 29 staple foods for an average family of five,** in terms of the average retail prices in 60 Canadian cities, was $10.94 compared with $11.10 for August; $10.81 for September 1925; $10.28 for September 1924; $10.46 for September 1923; $10.28 for September 1922; $11.82 for September 1921; $15.95 for September 1920; $16.92 for June 1920 (the peak); $13.31 for September 1918; and $7.83 for September 1914. Including the cost of fuel and rent with that of foods, the total monthly family budget averaged $21.15 at the beginning of September, 1926, compared with $21.32 for August and $21.02 for September 1925; $20.65 for September 1924; $20.97 for September 1923; $20.90 for September 1922; $22.37 for September 1921; $26.38 for September 1920; $26.92 for July 1920 (the peak); $21.11 for September 1918; and $14.33 for September 1914.

The more **important industrial agreements and schedules** of wages and working conditions received by the federal Department of Labour were published monthly in *The Labour Gazette*. One of these agreements, received in September 1926, was between certain local theatres in Ottawa and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators, Local No. 257, and its provisions were:

Effective September 1, 1925 to August 31, 1927, only operators supplied by the union were to be employed. *Scale*: wage for a journeyman operator employed on the basis of a 6-day work week, not exceeding 48 hours, comprising matinee and evening performances, $40; wage for a 6-night work week, not exceeding 28 hours and 1 matinee, $30; wage for a journeyman operator working in theatres operating matinee and evening continuous performances for 6 days, $40; extra matinees and Sundays, pro rata. *Overtime*: $1 per hour. Sunday concerts, $5. Screenings, 50 cents per reel. Assembling or dissembling machines $5. Extra performances, not more than 4 hours, $5. In theatres operating more than 8 hours, 2 operators to work split shifts. No operator to work more than 5 hours without 2 hours relief. Two weeks' notice of dismissal to be given except in case of drunkenness or dishonesty. Employees to obey rules and directions of employers not conflicting with the agreement. Competent men were to be furnished by the union. Union members employed by the week were required to give two weeks' notice of their intention to leave their employment.

—Kathleen E. Whitehurst

PRICES & EMPLOYMENT

Consumer, July

The all-items Consumer Price Index (1971=100) advanced 0.4 per cent to 149.3 in July from 148.7 in June, and was 6.8 per cent higher than in July 1975. This slight increase was due mainly to an unusually small rise in the level of food prices. Higher housing charges were responsible for more than two fifths of the overall CPI increase; the recreation and food components each contributed another one fifth. While the food index advanced 0.3 per cent, the index for all items, excluding food, rose 0.6 per cent.

Higher pork prices, which rose on average, 2.3 per cent, as well as higher prices for fresh vegetables, coffee and restaurant meals, were chiefly responsible for the increase in the food index. Lower prices for beef products and for sugar partially offset these increases. Between July 1975 and July 1976, the index for food consumed at home declined 0.6 per cent.

Increased shelter charges for both owned and rented accommodation, and seasonally higher prices for hotel and motel accommodation and train fares, were mainly responsible for the 0.6 per cent rise in the index for all items excluding food. Household help costs, higher in the latest month, were partially offset by a slight decline in automobile and gasoline prices. The price level of goods including food, advanced 0.2 per cent and that for services increased 0.8 per cent. Between July 1975 and July 1976, the price level of services increased 12.5 per cent compared with a 3.7 per cent rise for goods.

Seasonally adjusted, the all-item CPI was unchanged between June and July — a 0.8 per cent decrease in the food index was offset by a 0.4 per cent increase in the index for all items excluding food.

City Consumer, July

Consumer price indexes advanced in all regional cities in July, with increases ranging from 0.2 per cent in Winnipeg to 0.6 per cent in Halifax and Montreal. Increased shelter charges for both owned and rented accommodation contributed to the latest increase. Seasonally higher prices were recorded for hotel and motel accommodation and for train fares. There was an increase also in household help rates. The movement of prices for food at home varied in all provinces, with fresh vegetable prices generally higher. The percentage increases listed in 14 regional cities were: 0.1 in Winnipeg; 0.2 in Saskatoon and Vancouver; 0.3 in Ottawa, Regina and Calgary; 0.4 in Quebec and Thunder Bay; 0.5 in St. John's, Saint John, Toronto and Edmonton; 0.6 in Halifax and Montreal. The percentage increases from July 1975 to July 1976 were 6.0 in Montreal; 6.2 in Quebec; 6.5 in Toronto; 6.6 in Saint John; 7.0 in Ottawa; 7.1 in Edmonton; 7.6 in Saskatoon; 7.9 in St. John's and Calgary; 8.0 in Winnipeg; 8.4 in Thunder Bay and Regina; 8.5 in Halifax; and 9.1 in Vancouver.

Employment, July

The seasonally adjusted employment level in July was 9,602,000, an increase of 67,000 from June, Statistics Canada reported. The level of employment for women aged 15 to 24 decreased by 8,000 and for women 25 and over it increased by 51,000. There was an increase of 3,000 in employment among men aged 15 to 24, and of 21,000 for men 25 and over. On a provincial basis, seasonally adjusted employment increased in Ontario by 18,000; in Quebec by 7,000; in British Columbia by 6,000; and in Manitoba by 5,000. There was a decline of 3,000 in Newfoundland, while in the other provinces there was little or no change.

Unemployment, July

The seasonally adjusted unemployment rate for Canada was 7.3 per cent (751,000) in July, an increase of 0.3 per cent (29,000) from June. The rate for women 15 to 24 increased 0.8 per cent to 12.3 per cent; for women 25 and over, by 0.3 per cent to 6.9 per cent. For men 15 to 24, the rate increased by 0.2 per cent to 13.2 per cent, while for men 25 and over it increased by 0.1 per cent to 4.4 per cent. By province, the unemployment rate increased in Newfoundland by 2.0 per cent to 14.4 per cent; In Prince Edward Island by 0.7 per cent to 13.1 per cent; in Quebec by 0.6 per cent to 8.4 per cent; in British Columbia by 0.3 per cent to 9.1 per cent; in Ontario by 0.2 per cent to 6.5 per cent; in Manitoba by 0.1 per cent to 4.6 per cent; and in Alberta by 0.1 per cent to 3.9 per cent. The rate decreased in Nova Scotia by 0.9 per cent to 9.6 per cent and in New Brunswick by 0.7 per cent to 10.8 per cent. In Saskatchewan, at 4.5 per cent, the rate was unchanged.

Additions to the Library

List No. 328

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly — if there is no local library — by writing to The Chief Librarian, Labour Canada, Ottawa, Ontario K1A 0J2, indicating the publication numeral and the month.

COLLECTIVE BARGAINING

1. Abell, Peter, ed. Organizations as bargaining and influence systems. London, Heinemann, 1975. 189p.

2. American Society for Engineering Education. Task Force on Unionization. Faculty unionization and collective bargaining: a white paper. Washington, American Society for Engineering Education 1975. 41p.

3. Farber, Henry Stuart. Unions, bargaining power, and wages: an empirical analysis. Ithaca, N.Y., Photo Services of Cornell University, 1975. 77p.

4. Najita, Joyce M. Interest disputes resolution: final-offer arbitration, by Joyce M. Najita and Helene S. Tanimoto. Honolulu, Industrial Relations Center, University of Hawaii, 1975. 11p.

DISCRIMINATION IN EMPLOYMENT

5. Equal employment opportunity: responsibilities, rights, remedies. John de J. Pemberton Jr., editor. New York, Practising Law Institute, 1975. 517p.

6. U.S. Equal Employment Opportunity Commission. Job discrimination? Laws and rules you should know. Washington, G.P.O., 1975. 91p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

7. Bolweg, Joep F. Job design and industrial democracy: the case of Norway. Ann Arbor, Xerox University Microfilms, 1976. 212p.

8. Shutt, Harry, ed. Worker participation in West Germany, Sweden, Yugoslavia and the United Kingdom. London, Economist Intelligence Unit, Ltd., 1975. 48p.

EMPLOYMENT MANAGEMENT

9. Cayer, Napoleon Joseph. Public personnel administration in the United States. New York, St. Martin's Press, 1975. 178p.

GRIEVANCE PROCEDURES

10. Canada. Federal Mediation and Conciliation Service. Arbitration Services. The grievance arbitration process in Canada. Ottawa, 1976. 106p.

HUMANIZATION OF WORK

11. Carpentier, J. Techniques d'organisation et humanisation du travail. Québec, Université Laval, Département des relations industrielles, 1975. p.101-125. (Université Laval. Département des relations industrielles. Tiré-à-part no. 9)

INDUSTRIAL HEALTH

12. Leyton, Elliott. Dying hard; the ravages of industrial carnage. Toronto, McClelland and Stewart, 1975. 141p.

INDUSTRIAL RELATIONS

13. Beaucage, André. Brève description du système des relations du travail au Canada; une étude. Ottawa, Direction des relations en matière d'emploi, Ministère du Travail du Canada, 1976. 47, 47p. Title in English: An outline of the Canadian labour relations system.

14. Illinois. University. Institute of Labor and Industrial Relations. Strategic factors in industrial relations systems: the metalworking industry, by Milton Derber. Urbana, 1976, p.18-28.

15. Jain, Harish Chand, ed. Canadian labour and industrial relations: public and private sectors, text and readings. Toronto, McGraw-Hill Ryerson, 1975. 328p.

16. Niagara Peninsula Union — Management Conference, Jordan Station, Ont., 1975. Niagara Peninsula Union-Management Conference...Jordan Station, Ontario,

Thursday, October 2, 1975. Theme: Is there a better way; Can the adversary system be improved; What are the alternatives? Ottawa, Employment Relations Branch, Canada Department of Labour, 1976. 112p.

17. Northwestern Ontario Labour — Management Conference, Thunder Bay, Ontario, 1975. Northwestern Ontario Labour-Management Conference, Thunder Bay, Ontario, May 23, 1975. Theme: The development of better procedures for preventing labour-management disputes. Ottawa, Employment Relations Branch, Canada Department of Labour, 1975. 123p.

INFLATION

18. Laidler, David E.W. Essays on money and inflation. Chicago, University of Chicago Press, 1975. 246p.

JOB ENRICHMENT

19. Buckingham, Graeme L. Job enrichment and organizational change: a study in participation at Gallaher Ltd., by G.L. Buckingham, R.G. Jeffrey and B.A. Thorne. Epping, Eng., Gower Press, 1975. 161p.

JOB SECURITY

20. Bernier, Jean. La sécurité d'emploi en cas de changements technologiques et la convention collective. Québec, Publié sous les auspices de la Direction Générale de la Recherche du Ministère du Travail et de la Main-d'oeuvre, 1976. 248p.

21. Mumford, Peter. Redundancy and security-of-employment. Epping, Eng., Gower Press, 1976. 166p.

LABOUR HISTORY

22. Burgess, Keith. The origins of British industrial relations; the nineteenth century experience. London, Croom Helm, 1975. 331p.

23. Gutman, Herbert George. Work, culture and society in industrializing America; essays in American working-class and social history. New York, Alfred A. Knopf, 1976. 343p.

LABOUR ORGANIZATION

24. Canada Department of Labour. Economics and Research Branch. Union growth in Canada in the sixties, by J.K. Eaton. La croissance du syndicalisme canadien dans les années soixante, par J.K. Eaton. Ottawa, Information Canada, 1976. 202p.

25. Laxer, Robert M. Canada's unions, by Robert Laxer with the assistance of Paul Craven and Ann Martin. Toronto, James Lorimer, 1976. 341p.

LABOUR ORGANIZATION, INTERNATIONAL

26. Dion, Gérard. L'influence états-unienne sur le syndicalisme canadien. Québec, Université Laval, Département des relations industrielles, 1975. p.119-130, 8p. (Université Laval. Département des relations industrielles. Tiré-à-part no. 4)

LABOUR SUPPLY

27. U.S. Bureau of Labor Statistics. Library manpower: a study of demand and supply. Washington, G.P.O., 1976. 94p.

MINORITIES

28. Smith, David J. The facts of racial disadvantage; a national survey. London, P.E.P., 1976. 257, 50p.

PART-TIME EMPLOYMENT

29. Bossen, Marianne. Part-time work in the Canadian economy. Winnipeg, M. Bossen & Associates, 1975. 123p.

PENSIONS

30. Leo, Mario. Financial aspects of private pension plans: a research study and report prepared for the Financial Executives Research Foundation by Mario Leo, Preston C. Bassett and Ernest S. Kachline. New York, Financial Executives Research Foundation, 1975. 283p.

RETIREMENT

31. Canadian Council on Social Development. Statement on retirement policies, March, 1976. Ottawa, 1976. 16p.

SOCIAL INDICATORS

32. Economic means for human needs; social indicators of well-being and discontent, edited by Burkhard Strumpel. Ann Arbor, Survey Research Center, Institute for Social Research, University of Michigan, 1976. 303p.

SOCIAL SECURITY

33. Ontario Economic Council. Social Security. Toronto, 1976. 50p.

STATUS OF WOMEN

34. Nash, Michael. The sex discri-

mination act, a guide for managers. London, Institute of Personnel Management, 1975. 46p.

35. Shoulder to shoulder: a documentary, by Midge Mackenzie. London, Penguin Books, 1975. 338p.

UNEMPLOYMENT

36. Mukherjee, Santosh. Unemployment costs. London, P.E.P., 1976. 20p.

WAGE POLICIES — GOVERNMENT

37. The illusion of wage and price control; essays on inflation, its causes and its cures. Contributors include David Laidler, Michael Parkin and Jackson Grayson; Michael Walker, editor. Vancouver, Fraser Institute, 1976. 236p.

38. Kosters, Marvin H. Controls and inflation; the economic stabilization program in retrospect, by Marvin H. Kosters and J. Dawson Ahalt. Washington, American Enterprise Institute for Public Policy Research, 1975. 135p.

WAGES AND HOURS

39. U.S. Bureau of Labour Statistics. The hourly earnings index, 1964 — August 1975. Washington, G.P.O. 1976. 39p.

WOMEN — EMPLOYMENT

40. Bird, Caroline. Enterprising women. New York, Norton, 1976. 256p.

41. Canada. Ministry of State for Urban Affairs. Metropolitan Canada women's views of urban problems. Ottawa, Information Canada, 1976. 29p. Titre en français: La femme et le milieu urbain canadien.

42. Gordon, Francine E. Bringing women into management, edited by Francine E. Gordon and Myra H. Strober. New York, McGraw-Hill, 1975. 168p.

43. International Labour Office. Women workers and society; international perspectives. Foreward by Helvi Sipila. Geneva, International Labour Office, 1976. 211p.

44. Taner, Barbara. Double shift; a practical guide for working mothers. London, Arrow Books, 1975. 200p.

45. U.S. Women's Bureau. A working woman's guide to her job rights. Rev. ed. Washington, G.P.O., 1975, 34p.

46. Women and the American economy; a look to the 1980s. Edited by Juanita M. Kreps. Englewood Cliffs, N.J., Prentice-Hall, 1976. 177p.

WORK

47. Work in a changing industrial society; Final report on an international conference convened by the OECD, Paris, 15th — 18th October 1974. Paris, OECD, 1975. 54p.

WORK SATISFACTION

48. Birchall, David. Job design; a planning and implementation guide for managers. Epping, Eng., Gower Press, 1975. 141p.

49. Kory, Robert Bruce. The transcendental meditation program for business people. New York, AMACOM, 1976. 91p.

YOUTH — EMPLOYMENT

50. Great Britain. Department of Employment. Research and Planning Division. Entering the world of work: some sociological perspectives, edited by P. Brannen. London, H.M.S.O., 1975. 128p.

labour statistics

Principal Items	Date	Amount	Percentage change from Previous Month	Percentage change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(unadjusted figures, in thousands)		
Week ended June 19, 1976		10,556	+ 2.6	+ 2.0
Employed	June 1976	9,855	+ 2.9	+ 2.2
Agriculture	" "	495	+ 4.6	− 7.1
Non-agriculture	" "	9,360	+ 2.8	+ 2.8
Paid workers	" "	8,889	+ 2.7	+ 3.9
At work 35 hours or more†	" "	7,452	+ 1.4	− 2.0
At work less than 35 hours†	" "	1,844	+ 2.3	+ 20
Employed but not at work†	" "	558	+ 31	+ 11.6
		(change in thousands)		
Unemployed	June 1976	702	− 6	+ 14
Newfoundland	" "	23	− 2	− 3
Nova Scotia	" "	30	− 1	+ 9
Prince Edward Island	" "	4	− 1	—
New Brunswick	" "	29	− 3	+ 4
Quebec	" "	228	+ 13	− 4
Ontario	" "	238	+ 8	+ 1
Manitoba	" "	17	—	+ 1
Saskatchewan	" "	15	+ 2	+ 6
Alberta	" "	25	− 12	− 6
British Columbia	" "	93	− 10	+ 6
Without work, seeking work and available for work	" "	634	+ 9	—
		percentage change		
INDUSTRIAL EMPLOYMENT (1961 = 100)†	March 1976	140.6	+ 0.9	+ 2.3
Manufacturing employment (1961 = 100)†	" "	127.1	+ 0.8	+ 1.3
IMMIGRATION	Calendar year 1975	187,881	—	—
Destined to the labour force	" " "	81,189	—	—
STRIKES AND LOCKOUTS‡				
Strikes and lockouts	May 1976	177	+ 12.7	− 23.4
No. of workers involved	" "	268,076	− 11.7	+ 131.8
Duration in man days	" "	707,930	+ 0.8	+ 7.2
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	March 1976	221.45	+ 0.7	+ 13.2
Average hourly earnings (mfg.)†	" "	5.57	+ 1.1	+ 13.4
Average weekly hours paid (mfg.)†	" "	39.0	+ 0.3	+ 1.8
Consumer price index (1971 = 100)	June 1976	148.7	+ 0.5	+ 7.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	March 1976	129.0	+ 0.9	+ 5.8
Total labour income (millions of dollars)†	May 1976	8,808.7	+ 6.1	+ 17.0
INDUSTRIAL PRODUCTION‡				
Total (average 1971 = 100)	May 1976	120.0	+ 0.6	+ 6.6
Manufacturing	" "	119.9	+ 1.0	+ 6.8
Durables	" "	117.7	+ 1.5	+ 6.1
Non-durables	" "	122.1	+ 0.4	+ 7.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	May 1976	22,799	—	+ 33
Completions	" "	16,939	—	+ 30
Under construction	" "	154,194	—	+ 24

*Source: Statistics Canada. *Labour Force Information*, Cat. No. 71-001P and *The Labour Force*, Cat. 71-001
†Advance data
‡Preliminary
**Centres of 10,000 population or more

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1971-76

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1975	977	1,054	482,180	10,894,190	0.53
*1975					
April	98	192	43,751	588,008	0.34
May	115	231	115,659	660,332	0.38
June	107	248	61,794	800,471	0.45
July	100	247	112,316	1,220,832	0.65
August	90	249	105,270	1,284,490	0.74
September	68	222	81,292	1,287,600	0.75
October	70	244	111,470	1,298,903	0.72
November	55	197	91,697	1,442,024	0.88
December	28	176	82,266	1,106,624	0.64
*1976					
January	33	164	54,590	842,250	0.49
February	46	170	148,145	603,130	0.37
March	71	170	172,468	483,060	0.25
April	66	157	303,708	702,250	0.40
May	85	177	268,076	707,930	0.42

*Preliminary.

STRIKES AND LOCKOUTS, MAY 1976, BY INDUSTRY (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	296	2,220
Mines	7	13	4,719	56,110
Manufacturing	35	76	19,762	247,210
Construction	4	8	1,248	9,470
Transpn. & utilities	14	22	32,806	49,490
Trade	9	18	2,073	10,620
Finance	0	1	54	1,080
Service	11	32	26,381	151,930
Public administration	3	5	5,737	4,800
Various Industries	1	1	175,000	175,000
All industries	85	177	268,076	707,930

STRIKES AND LOCKOUTS, MAY 1976, BY JURISDICTION (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	11	374	5,020
Prince Edward Island	1	2	145	2,270
Nova Scotia	2	3	185	1,900
New Brunswick	2	2	2,580	5,580
Quebec	28	60	238,418	441,890
Ontario	18	46	10,550	99,160
Manitoba	1	2	80	1,450
Saskatchewan	11	14	3,755	18,180
Alberta	2	4	375	5,930
British Columbia	14	27	10,463	120,100
Federal	3	6	1,151	6,450
All jurisdictions	85	177	268,076	707,930

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1976 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Woodlands Enterprises, Prince Albert, Sask.	Woodworkers Loc. 1-184 (AFL-CIO/CL)	296	2,220	2,220	May 19	Wages, fringe, other issues —
Mines						
METAL						
St. Lawrence Columbium & Metals Corp., Oka, Quebec	Steelworkers Loc. 7579 (AFL-CIO/CLC)	170	3,400	14,030	Feb. 03	Wages, fringe benefits —
Gibralter Mines Ltd., McLeese Lake, B.C.	Can. Ass'n of Industrial Wrks. Loc. 18 (CCU)	340	7,530	17,960	Mar. 19	Seniority, safety, management rights —
Brunswick Mining & Smelting, Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	1,180	2,080	2,080	May 29	Wages, other issues —
MINERAL FUELS						
Fording Coal (Cominco), Elkford, B.C.	Chartered Local Loc. 1702 (CLC)	100	1,800	1,800	May 05 Apr. 25	Wages, length of contract —
Fording Coal (Cominco), Elkford, B.C.	Steelworkers Loc. 7884 (AFL-CIO/CLC)	720	13,370	13,370	May 06	Wages, length of contract —
Chevron Standard, Edson & Fox Creek, Alberta	Oil Workers Loc. 9-909 (AFL-CIO/CLC)	175	2,500	2,500	May 13	Wages —
Kaiser Resources, Sparwood, B.C.	United Mines Workers Loc. 7292 (CLC)	1,350	15,430	15,430	May 16	Wage rollback by A.I.B. —
NON-METAL						
Canadian Rock Salt, Ojibway, Ontario	Auto Workers Loc. 195 (CLC)	190	250	250	May 11 May 12	Suspension of workers — Union ordered return to work —
QUARRIES						
Adru Granite Inc., (7 co's) Beebe, Que.	Steelworkers Loc. 7550 (AFL-CIO/CLC)	200	4,000	21,000	Dec. 29/ 1975	Not reported —
Enterprises Lagacé, Chomedey, Québec	Steelworkers Loc. 15458 (AFL-CIO/CLC)	147	2,940	3,680	Apr. 26	Fringe benefits, mgmt. rights —
Manufacturing						
FOOD AND BEVERAGES						
Pêcheurs unis du Québec, Newport & Rivière-au-Renard, Québec	Commerce Fed'n (CNTU)	464	4,000	4,000	May 18	Wages, working conditions —
RUBBER						
Uniroyal Ltd., Kitchener, Ontario	Rubber Workers Loc. 67 (AFL-CIO/CLC)	480	5,760	5,760	May 13	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1976 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
LEATHER						
Rosita Shoes, Montreal, Quebec	CSD	384	7,680	56,240	Nov. 04/ 1975	Wages —
Texaco Canada, Port Credit, Ontario	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	196	590	590	May 18	Wages, fringe benefits —
TEXTILES						
Celanese Canada, Sorel, Quebec	Synd. des emp. de Celanese (CNTU)	650	13,000	22,100	Apr. 12	Wages, fringe benefits, grievances —
Celanese Canada, Drummondville, Quebec	Synd. des emp. de Celanese (CNTU)	1,471	32,570	39,930	Apr. 26	Wages, fringe benefits, other issues —
WOOD						
Canadian Forest Products, Huntting-Merrit, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	170	3,400	42,160	Sept. 13/ 1972	Shorter hours, elimination of piece work, rates of pay —
Scierie Aimé Gaudreau, Estcourt, Québec	Syndicat des employés de scierie (CNTU)	118	2,360	6,670	Mar. 10	Wages, benefits —
Sungold Mfg., Calgary, Alberta	Woodworkers Loc. 206 (AFL-CIO/CLC)	110	2,200	3,800	Apr. 13	Wages —
Sask. Forest Products, various locations, Sask.	Woodworkers Loc. 1-184 (AFL-CIO/CLC)	407	8,440	8,440	May 06	Wages, fringe benefits —
Pinette & Therrien Mills, Williams Lake, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	200	600	600	May 07 May 12	Grievances — Terminated by mutual agreement —
FURNITURE AND FIXTURES						
Art Laboratory Furniture Co., Montreal, Que.	Upholsterers Loc. 402 (AFL-CIO/CLC)	130	2,600	13,650	Dec. 05/ 1975	Not reported —
Simmons Ltd., Montreal, Quebec	Upholsterers Loc. 402 (AFL-CIO/CLC)	350	1,400	1,400	May 09	Wages, COLA, piecework —
All-Steel Canada, St. Laurent, Quebec	Steelworkers (AFL-CIO/CLC)	360	5,400	5,400	May 10	Wages, COLA, other issues —
PAPER						
Domtar Construction Materials, Caledonia, Ontario	Steelworkers Loc. 14994 (AFL-CIO/CLC)	193	2,900	2,900	May 09	Wages, fringe benefits —
MacMillan Bloedel (Sask.) Ltd., Hudson Bay, Sask.	Woodworkers Loc. 1-184 (AFL-CIO/CLC)	252	1,010	1,010	May 10 May 13	Not reported — Not reported —
PRINTING & PUBLISHING						
Photoengravers & Electrotypers, Toronto, Ontario	Printing & Graphic Loc. 10 (AFL-CIO/CLC)	109	2,180	4,520	Apr. 02	Wages, other issues —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
PRIMARY METALS						
Ontario Malleable Iron, Oshawa, Ontario	Steelworkers Loc. 1500 (AFL-CIO/CLC)	220	4,400	20,680	Jan. 18	Wages, fringe benefits —
Aciers Atlas Steels, Div. Rio Algom Mines, Tracy, Quebec	Steelworkers Loc. 6403 (AFL-CIO/CLC)	367	520	16,370	Mar. 01 May 03	Wages, fringe benefits — Terminated by mutual agreement —
Sidbec-Dosco, Contrecœur, Quebec	Steelworkers various locs. (AFL-CIO/CLC)	1,190	21,650	21,650	May 06	Wages, fringes, hours of work —
Benn Iron Foundry, Wallaceburg, Ontario	Auto Workers Loc. 251 (CLC)	240	720	720	May 27	Wages —
Canada Valve Ltd., Kitchener, Ontario	Moulders Loc. 279 (AFL-CIO/CLC)	140	140	140	May 29	Wages, other issues —
METAL FABRICATING						
Bell Copper Noranda Mines, Granisle, B.C.	CDN Ass'n of Industrial Workers Loc. 10 (CCU)	175	3,880	14,390	Feb. 07	Wages, fringe benefits —
Firestone Steel Products, London, Ontario	Auto Workers Loc. 27 (CLC)	216	4,320	13,830	Mar. 01	Not reported —
Sidbec-Dosco Ltée, Montréal, Québec	Steelworkers (AFL-CIO/CLC)	1,000	15,670	15,670	May 10	Wages —
Sidbec-Dosco (Truscon), LaSalle, Quebec	Steelworkers Locs. 5063, 6025 (AFL-CIO/CLC)	234	3,510	3,510	May 10	Wages, fringe benefits —
Armco Canada, Guelph, Ontario	Steelworkers Loc. 4054 (AFL-CIO/CLC)	137	1,990	1,990	May 10	Length of contract —
Sidbec-Dosco Ltd., Etobicoke, Ontario	Steelworkers Locs. 5927, 5629 (AFL-CIO/CLC)	230	2,300	2,300	May 16	Wages —
TRANSPORTATION EQUIPMENT						
Eaton Yale Ltd., Wallaceburg, Ontario	Auto Workers Loc. 251 (CLC)	155	2,020	3,180	Apr. 23 May 19	Wages — Terminated by mutual agreement —
Eaton Yale Ltd., Chatham, Ontario	Auto Workers Loc. 127 (CLC)	640	8,960	13,760	Apr. 23 May 20	Wages — Terminated by mutual agreement —
Saint John Shipbuilding & Dock, Saint John, N.B.	Various unions	1,400	3,500	3,500	May 14 May 18	Protesting A.I.B. decision — Not reported —
Motor Wheel Corp., Chatham, Ontario	Auto Workers Loc. 127 (CLC)	588	4,700	4,700	May 19	Wages, fringe benefits —
ELECTRICAL PRODUCTS						
A. Bélanger Ltée, Montmagny, Québec	CNTU	400	8,000	10,000	Apr. 26	Wages, fringe benefits, other issues —
Westinghouse Canada, Hamilton, Ontario	U.E. Loc. 504 (CLC)	3,025	15,130	15,130	May 07 May 14	Grievance against U.E. — Not reported —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Canadian Chromalox, Rexdale, Ontario	Auto Workers Loc. 252 (CLC)	479	6,710	6,710	May 14	Wages, fringe benefits —
Canada Wire & Cable, Simcoe, Ontario	Steelworkers Loc. 6187 (AFL-CIO/CLC)	222	2,530	2,530	May 16	Wages, length of contract —
General Signal Appliances, Welland, Ont.	Steelworkers Loc. 6753 (AFL-CIO/CLC)	202	610	610	May 27	Wages —
CHEMICAL PRODUCTS						
Canadian Industries Ltd., Nitro, Quebec	Féd. des syndicats des mines (CSN)	360	7,200	24,480	Feb. 24	Wages, grievances, other contract issues —
C.I.L. Ltd., Nobel, Ont.	Steelworkers Loc. 13704 (AFL-CIO/CLC)	175	3,500	5,250	Apr. 15	Wages, other issues —
Sico Inc., Quebec & Montreal, Quebec	Fed'n of Metal Trade Unions (CNTU)	150	750	750	May 24	Wages, vacations —
Construction						
PEI Construction Ass'n, various locations, P.E.I.	IBEW Loc. 1432 (AFL-CIO/CLC)	110	2,200	6,380	Mar, 09	Dispute over hiring 2 men —
Sask. Const. Assn., Saskatoon Area, Sask.	Laborers Loc. 890 (AFL-CIO/CLC)	400	50	300	Apr. 26 May 03	Not reported —
Heavy Const. Ass'n, Toronto, Ontario	Laborers Loc. 183 (AFL-CIO/CLC)	225	4,500	4,500	May 03	Wages, fringe benefits —
Metro Toronto Sewer & Water Ass'n, Toronto, Ontario	Laborers Loc. 183 & Teamsters Loc. 230 (AFL-CIO/CLC) & (Ind.)	450	2,250	2,250	May 25	Wages, fringe benefits —
Transportation & Utilities						
TRANSPORTATION						
B.C. Railway, province wide, B.C.	Various unions	956	9,200	9,200	May 11	
Transport Chauveau Ltée, Québec, Québec	Teamsters Loc. 106 (Ind.)	160	2,240	2,240	May 11	Wages —
Clark Transportation, Cornerbrook & Grand Falls, Nfld.	Railway Clerks Loc. 267 (AFL-CIO/CLC)	100	200	200	May 25 May 27	Fringe benefits — Workers return, court injunction —
COMMUNICATION						
Canadian National Telegraphs, Gander, Nfld.	Railway, Transport & General Wkrs. (CLC)	120	2,400	7,920	Feb. 28	Dispute over shift scheduling —
CBC, Radio Canada, Montreal, Québec	NABET Loc. 62 (AFL-CIO/CLC)	750	380	380	May 05 May 05	Protesting slow negotiations — Return of tech. & maint. workers —
B.C. Telephone, Burnaby, B.C.	Telephone Workers of B.C. Loc. 5 (CLC)	100	100	100	May 13 May 14	Safety conditions — Not reported —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
POWER, GAS, WATER						
Hydro-Québec, province wide, Québec	Public Empls. (CLC)	9,600	9,600	9,600	May 01 May 01	Slow negotiations — Return of workers —
Hydro-Québec, province wide, Québec	Public Empls. (CLC)	9,500	9,500	9,500	May 14 May 15	
Union Gas Ltd., Southwest, Ontario	Various unions	264	400	400	May 20	Wages, fringe benefits —
Hydro-Québec, province wide, Québec	Public Empls. (CLC)	9,500	9,500	9,500	May 26 May 27	Wages, other issues — Return of workers —
Hydro-Québec, Matapédia, Abitibi, Saguenay, Qué.	Public Empls. (CLC)	1,500	1,500	1,500	May 31 May 31	Wages, other issues — Return of workers —
Trade						
Société des Alcools du Québec, various locations, Québec	Féd. des empls. de services publics (CNTU)	600	600	600	May 10 May 11	Wages, job security — Return of workers —
Société des Alcools du Québec, various locations, Québec		950	3,170	3,170	May 15 May 21	Wages, job security, seniority — Return of workers —
Service						
EDUCATION						
Various School Boards, various locations, Quebec	Les enseignants des Bois-Francs (CEQ)	831	16,620	69,800	Feb. 02	Wages, fringe benefits —
Windsor School Board, Windsor, Ontario	Ont. Secondary Teachers Fed'n (Ind.)	770	3,850	5,390	Mar. 30 May 10	Wages — Back to work order, arbitration —
Protestant School Boards, various locations, Que.	Provincial Ass'n of Protestant Teachers	6,700	6,700	6,700	May 06 May 07	Wages — Return of teachers —
Université Laval, Québec, Québec	Public Empls. (CLC)	1,600	1,600	1,600	May 18 May 19	Contract issues — Return of non-teaching staff —
HEALTH & WELFARE						
Hôpital Hôtel-Dieu, Sorel, Québec	Social Affairs Fed. (CNTU)	589	13,040	23,980	Apr. 05	Wages, other matters —
Centre hospitalier de Verdun, Verdun, Québec	Social Affairs Fed. (CNTU)	1,200	12,860	27,430	Apr. 06 May 16	Wages, other matters — Return of employees —
Hôtel-Dieu d'Arthabaska, Arthabaska, Québec	Social Affairs Fed. (CNTU)	850	18,820	32,780	Apr. 08	Wages, fringe benefits —
Sask. Health Care Assn., Province wide, Sask.	Sask. Union of Nurses	1,000	3,000	14,500	Apr. 24 May 03	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1976 (Preliminary) (Concl'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Sault Ste. Marie School Board, Sault Ste. Marie, Ontario	Ont. Sec. School Teachers Fed.	417	1,670	2,090	Apr. 30 May 06	Wages — Legislation, teachers returned —
Health Labour Relations Ass'n, various locations, B.C.	Hospital Empls. Loc. 180 (Ind.)	4,875	38,530	38,530	May 04	Wages, fringes, other issues — Return for 21 days (LRB order)
Pioneer Village, Regina, Sask.	Public Empls. Loc. 1138 (Ind.)	365	370	370	May 07 May 08	Slowness of negotiations — Return of workers —
Quebec Hospitals (29), various locations, Que.	Féd. des infirmières du Québec	5,500	5,500	5,500	May 19 May 20	Wages, hours, other issues — Return of nurses —
ACCOMMODATION & FOOD						
Island Hall Hotel, Parksville, B.C.	Hotel Empls. Loc. 835 (AFL-CIO/CLC)	104	2,300	12,840	Dec. 11/ 1975	Not reported —
London Proprietors (6 hotels), London, Ont.	Retail Wholesale Loc. 448 (AFL-CIO/CLC)	150	3,320	8,350	Mar. 15	Not reported —
MISCELLANEOUS						
Mid-Island Public Employees Ass'n., Nanaimo & Ladysmith, B.C.	Public Empls. Loc. 401 (CLC)	600	12,000	17,130	Apr. 01	Fringe benefits, other issues —
Mid-Island Public Employees Ass'n., Nanaimo & Ladysmith, B.C.	Public Empls. Loc. 606 (CLC)	230	4,600	8,970	Apr. 05	Fringe benefits, other issues —
Public Administration						
PROVINCIAL						
Wascana Centre Authority, Regina, Sask.	Sask. Gov't Empls. Ass'n (CLC)	225	230	230	May 03 May 04	Not reported — Not reported —
Wascana Centre Authority, Regina, Sask.	Sask. Gov't Empls. Ass'n (CLC)	225	230	230	May 13 May 14	Not reported — Not reported —
Gouvernement du Québec, Québec, Québec	Syndicat des fonctionnaires provinciaux (Ind.)	5,200	2,600	2,600	May 21 May 21	Slow negotiations — Return of professional employees —
Various Industries						
Quebec Gov't, Province wide, Quebec	Various Unions	175,000	175,000	175,000	May 05 May 06	Wages, other issues — Return of workers —

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Employment relations

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. (1975 edition).

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Union Growth in Canada in the Sixties. A 202-page report containing analysis and detailed data on union membership by province and industry during the period 1957-1970. (Bilingual) Price $5.00 ($6.00 outside Canada). Cat. No. L41-9/1976-1.

Labour Organizations in Canada, 1974-75 (annual). A directory of labour organizations including principal officers, union publications, provincial distribution of locals, and statistics on union membership affiliation. (Bilingual). Price $2.00 ($2.40 outside Canada). Cat. No. L2-2/1975.

Strikes and Lockouts in Canada, 1973 (annual). Contains a variety of statistics on strikes and lockouts, including number of incidents, workers involved and duration in man-days. Information is provided on all strikes and lockouts involving 100 or more workers. (Bilingual). Price $2.00 ($2.40 outside Canada). Cat. No. L2-1/1973.

Wage Rates, Salaries and Hours of Labour, 1974 (annual). A series of reports containing data, as of October 1, on wage rates for a wide variety of occupations and on standard hours of work. Wage rate data are provided by industry, size of establishment and whether union or non-union. Separate reports are available for the major communities across Canada. (Bilingual). Various prices. Cat. No. L2-5/1974 (Community).

Working Conditions in Canadian Industry, 1974 (annual). Contains statistical data, effective October 1, on hours of work, paid holidays and vacations, and extent of unionization for office, non-office and other employees. Includes breakdowns by province and industry. Price $2.50 ($3.00 outside Canada). Cat. No. L2-15/1974.

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Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

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The Law Relating To Working Women. (Bilingual). Free.

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Labour Standards in Canada — 1974. An annual publication which sets out standards in all jurisdictions regarding school-leaving age, child employment, minimum wages, hours of work, equal pay, weekly rest-day, annual vacations, general holidays, termination of employment, maternity protection and severance pay. (English or French). Price $1.50. Cat. No. L2-7/1974.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Changes in workmen's compensation laws are published yearly and are available free on request). (English or French). Price $1.00. Cat. No. L34-1969.

Legislative Review. This semi-annual publication sets out new provisions enacted in apprenticeship and tradesmen's qualifications, employment standards, human rights, industrial relations, industrial safety and health and workmen's compensation. (Available free on request). (English or French).

Human Rights in Canada — 1976. A comparative summary of human rights legislation in all Canadian jurisdictions including major legislative developments of 1975. Available in either English or French. Price $2.00 in Canada, $2.40 in other countries. DSS catalogue no. L34-23/1976

Occupational safety and health

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library, Accident Prevention Division, 1974. Free.

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